

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
MARCH 14, 1980, IN THE FACULTY
CONFERENCE ROOM, SIXTH FLOOR,
LISNER HALL

- 1 The first meeting of the new session was called to order by President Elliott at 2:20 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardsbauer, Parliamentarian Cheh, Birnbaum, Chitwood, Claeysens, Divita, Fox, Gallagher, Gordon, Griffith, Hill, Kelly, Liebowitz, Linkowski, Mazzeo, Park, Pierpont, Reiss, Robinson, Schiff, L. Solomon, Toridis, Wood, and Ziolkowski

Absent: Barron, Chandler, Hawkins, Jones, Linton, Loeser, Packer, Sapin, Singpurwalla, Sobel, H. Solomon, and Walker

The President introduced and welcomed the newly-elected members of the Senate - Professors Divita, Hawkins, Mazzeo, Singpurwalla, Sobel, and Solomon, and the reelected members - Professors Claeysens, Fox, Packer, Park, Pierpont, Robinson, Schiff, Toridis, and Wood.

- 2 The minutes of the regular meeting of February 8, 1980, were approved as distributed.

- 3 (a) Professor Griffith, on behalf of the Professional Ethics and Academic Freedom Committee, moved the adoption of Resolution 80/1, "A Resolution Concerning Limitation of Non-Tenure-Accruing Appointments," and the motion was seconded. Professor Griffith said that this resolution represented the one area in which his Committee had been able to arrive at some reasonable amount of consensus although he wished to point out that neither the resolution, nor the accompanying report, had been approved by a unanimous vote. Other problems relating to the question of non-tenure-accruing appointments as addressed in the report would be dealt with by the Committee in the course of the year, Professor Griffith said. He said that he understood that there would be some amendments to the resolution offered today pertaining to exclusions but that he would ask the proposers to outline the reasons for such exclusions, as the Committee did not see the requirement for these.

Professor Pierpont, on behalf of the Medical Center faculty, moved to amend the resolution by adding the following as the last sentence: "The foregoing shall not apply to the Medical Center faculty who are stationed at affiliated institutions." The motion was seconded. Professor Pierpont explained that the Medical faculty was unique in that it was the only school in the University which

had appointments with affiliated institutions for educational purposes, and that these appointments were good only as long as the affiliation remained in force. He said that these appointments were non-tenure appointments and that this arrangement was covered by the previous Code, but if this resolution were adopted, it would create a serious handicap for the Medical Center. For example, in the Department of Medicine alone, he said, there were 45 appointments at affiliated institutions in comparison to 36 on-campus appointments in this department which would already be over the quota permitted under this resolution. A discussion followed by Professors Griffith, Pierpont, and Dean Birnbaum. The question was called and the amendment was adopted.

Professor Park then moved to amend the resolution by changing the period at the end of the sentence offered by Professor Pierpont to a comma and adding the phrase ", nor to the faculty of the National Law Center." The motion was seconded. Professor Park said that he was embarrassed to speak to this amendment because he regarded it as a kind of cartel-type activity on the part of professional associations; nevertheless, he said, the Association of American Law Schools and the American Bar Association flatly prohibited schools being subjected to a quota on tenure-track appointments of any kind, and that without this exemption the National Law Center's accreditation standing could be adversely affected. Professor Griffith asked Professor Park whether the accrediting associations would be opposed to a resolution that says there cannot be fewer tenured positions in a certain proportion, and Professor Park responded that he thought the associations would infer that if one were setting up protections to assure there was not an excess of tenured faculty, then one must be contemplating appointments of non-tenured persons to permanent positions which would be prohibited by the associations. Professor Griffith said that he would not accept Professor Park's amendment on behalf of the Committee as a friendly amendment but would leave it to the discretion of the Senate. A discussion followed by Professors Park, Griffith, and Toridis. President Elliott said that the ABA and the AALS were the only two accrediting associations that have that kind of prohibition in their regulations, and that he and Dean Kramer, and more recently Dean Barron, have protested this requirement over a period of years. He said that within the past 3 or 4 weeks about a dozen university presidents had made a similar protest to those two associations, but whether or not the position of the universities would prevail remained to be seen. He said he would welcome a resolution of the Senate supporting the position that such regulations were looked upon as an intrusion in the internal affairs of this University and, therefore, should be withdrawn or modified. However, he said, he did not think it would be advisable to make the National Law Center the "sacrificial lamb" at this point. A discussion was held by Professors Hill and Griffith. The question was called and the amendment was adopted.

Dean Birnbaum pointed out that the wording in the first line "regular active status faculty" was changed to "full-time appointments" in the last line, and he wondered if that was the intent of the Committee because it seemed to him that "full-time appointments" addressed appointment status. Professor Griffith agreed to delete the words "full-time appointments" in Lines 2 and 4 for clarification purposes, and substitute the words "regular active status faculty" for it in the last line.

Further discussion of the resolution followed by Professors Linkowski, Park, Pierpont, Griffith, Divita, Robinson, Reiss, Dean Liebowitz, Dean Kelly, and Provost Bright. Professor Reiss moved to recommit the resolution to the Professional Ethics and Academic Freedom Committee so that the Committee could report back to the Senate with documentation from the various schools and departments as to the kinds of percentages which would allow sufficient flexibility in keeping within the principle of non-tenure-track appointments. The motion was seconded. Professor Fox spoke against the motion to recommit, as did Professor Schiff who said he viewed the percentages as arbitrary and more an expression of a reasonable principle than anything else. Professor Griffith spoke against the motion because he said that the percentages appeared to be reasonable figures based on information supplied by the Provost. The question was called on the motion to recommit and the motion was lost.

A discussion continued by Professors Pierpont, Griffith, and Park. Professor Linkowski said that he thought the issues affecting schools and colleges were quite different from those of departments and he moved to amend the resolution by deleting the language pertaining to the 50% provision on tenure or tenure-track appointments in departments so that the sentence would read: "However, the proportion of regular active status faculty serving in non-tenure-accruing appointments shall not exceed 25% in any college or school." Professor Fox spoke against the motion to delete the 50% provision on tenure or tenure-accruing appointments because he thought the 50% figure provided realistic flexibility. The question was called and the amendment was lost by a vote of 8 to 9. The question was called on the original motion, as amended, and Resolution 80/1 was adopted. (Resolution attached.)

3 (b) Professor Hill, on behalf of the Executive Committee, moved the adoption of Resolution 80/2, "A Resolution to Encourage Continuity in Committee Membership," and the motion was seconded. Professor Hill said that this resolution would amend the Senate Bylaws with the intent of creating a sense of obligation on the part of members of Senate Standing Committees to stand for reelection to the same committee at least once in order to remedy the problem of lack of continuity in the membership. The question was called and Resolution 80/2 was adopted. (Resolution attached.)

(c) Professor Hill, on behalf of the Executive Committee, moved the adoption of Resolution 80/3, "A Resolution to Require Standing Committees to Meet at Least Once Early During Each Senate Session," and the motion was seconded. Professor Hill said that this resolution would also amend the Senate Bylaws to require that Senate Committees meet at the beginning of the Senate Session in order to remedy the problem of some committees not meeting until late in the session and then not being able to complete the work during the session because of lack of time. Professor Mazzeo requested that a little specificity be made with regard to the word "beginning" and Professor Hill responded that the Senate may consider altering the beginning and ending of the Senate sessions, and at that time perhaps it would be appropriate to specify a time. The question was called, and Resolution 80/3 was adopted.

4 (a) Under Introduction of Resolutions, Professor Wood introduced and read a resolution entitled, "A Resolution to Empower the Faculty Senate to Terminate Grievance Procedures." He said he was presenting this resolution for referral by the Executive Committee to the appropriate committee. Professor Wood said that the resolution was intended to give the Senate authority to terminate grievance proceedings which appeared to be getting nowhere; while both the rights of the individual and the rights of society have to be considered, he said, others involved in grievance proceedings and those picking up the tab are also parties and must be given consideration. Professor Hill said that the Executive Committee had already agreed to submit Professor Wood's resolution to the Committee on Professional Ethics and Academic Freedom for review and recommendation, and the resolution was so referred. (Resolution attached.)

The President then said he wished to interrupt the regular proceedings at this point to introduce a special resolution - "A Resolution of Appreciation" - to Professor Reuben E. Wood for his service as Chairman of the Executive Committee for the past two years. President Elliott read the attached Resolution of Appreciation, stating that it gave him a great deal of personal pleasure to present this to Professor Wood on behalf of all his colleagues. Professor Wood received a standing ovation. He said he was grateful to the Senate for giving him this second or third token of its esteem and regard and he thanked the members. (Resolution attached.)

Professor Claeysens introduced a resolution entitled, "A Resolution to Establish an Appropriate Social Occasion for Honoring Faculty Members Achieving Faculty Emeriti and Twenty-Five Years Service Status," distributed to the members at the meeting. He then called upon Mr. John Keates, Director of Alumni Relations, to provide the background for this resolution. Mr. Keates said that, sometime in the mid-60's, a reception to acknowledge both the services of 25-year faculty and faculty who had reached emeriti status had been grafted on to the Alumni Services Awards Reception honoring alumni who had labored long in the vineyard. The Executive Committee of the General Alumni Association began to question the appropriateness of combining these two events, he said, and it was decided that recognition of 25-year faculty and emeriti faculty should be a function of one's peers and placed back in the hands of the faculty or administration. Mr. Keates said the General Alumni Association would continue to acknowledge the services of those alumni who had served the University Community despite the severing of the acknowledgment of the services of the faculty. Professor Claeysens said that the Public Ceremonies Committee had discussed this matter and in view of the short notice suggested that it undertake the responsibility of continuing this tradition, and, therefore, recommended the introduction of this resolution. President Elliott said that this would be an occasion for "faculty to honor faculty" and that the University would be perfectly agreeable to picking up the check for the honorees and their spouses; all other guests, who, he assumed, would be the entire faculty of the University, would come as invited. Professor Claeysens moved the adoption of the resolution, and the motion was seconded. Professor Hill said that the resolution had his endorsement as Chairman of the Executive Committee. The question was called, and the motion was adopted. (Resolution attached.)

- 5 (a) The President asked for approval of the dates for regular Senate meetings in the 1980-81 session. The following dates were approved:

March 14, 1980	November 14, 1980
April 11, 1980	December 12, 1980
May 2, 1980	January 16, 1981
September 12, 1980	February 13, 1981
October 10, 1980	

(b) On behalf of the Executive Committee, Professor Hill moved the nomination for election of chairmen and members to the Senate Standing Committees for the 1980-81 Session, the list of nominees having been distributed to the members at the meeting, and the motion was seconded. The following nominations were made from the floor: Professors Joseph Aschheim and Robert E. Park to the Professional Ethics and Academic Freedom Committee; Professors Alison S. Brooks and Vary T. Coates to the Research Committee; Annette V. Antzes, Professors Ben Burdetsky, Craig Linebaugh, and Frederick C. Kurtz to the Athletics Committee; Professor Robert P. Churchill to the Educational Policy Committee; Professors Harry R. Page, Sherwin Greene, and Eldor O. Pederson to the Physical Facilities Committee; Professors Theodore P. Perros and David F. Bergwall to the Admissions and Advanced Standing Committee; and Professor Joseph B. Levy to the Appointment, Salary and Promotion Policies Committee. There were no other nominations and the entire slate was elected. (The list of Senate Standing Committees for the 1980-81 Session is attached to these minutes.)

(c) Professor Hill, on behalf of Parliamentarian Cheh, who had to leave the meeting early, reported that Professor Cheh had pointed out to him an incongruity in the rules of the Senate's Bylaws with regard to taking up matters not on the agenda. Professor Hill said that on Page 13 of the Faculty Organization Plan, it states that a resolution may be taken up under a suspension of the rules of order if three-fourths of the elected members so vote, or upon the unanimous vote of any lesser number of elected members present; whereas, on Page 5 of the Plan, it states that any item of business deemed sufficiently urgent by a majority of the faculty members of the Senate, or by two-thirds of the faculty members present and voting, may be taken up without its previous inclusion in the agenda. Professor Hill said that Professor Cheh had agreed to prepare a resolution to amend the bylaws to resolve this conflict by simply requiring a two-thirds' vote without suspension of the rules.

(d) The President reported that the following Annual Reports had been received and distributed with the agenda: Student Financial Aid Committee, University and Urban Affairs Committee, and Executive Committee. Additional Annual Reports had been received and would be distributed with the minutes as follows: Administrative Matters as They Affect the Faculty, Fiscal Planning and Budgeting, Athletics, University Development and Resources, Professional Ethics and Academic Freedom, Admissions and Advanced Standing, Physical Facilities, Public Ceremonies, and the Joint Committee of Faculty and Students.

Professor Griffith, Chairman of the Professional Ethics and Academic Freedom Committee, noted that the cover story by the Chronicle on the Yeshiva

case involving the NLRB versus Yeshiva University in which the Supreme Court sustained the University against the NLRB and against the Yeshiva Faculty Association was attached to the Annual Report of his Committee. He said that the members of the Senate had also been provided with the excerpt of the opinion which was reprinted in the Chronicle, containing the actual opinion itself including the dissenting opinion of Justice Brennan, which Professor Griffith said, in his view, was a more reasonable exercise than the majority opinion of Justice Powell.

- 5 (e) Professor Hill reported that the Executive Committee had met March 6th to plan its activities in the new Senate term. He said the Committee identified ten separate studies or inquiries into matters that the Committee felt touched closely the faculty interest, and letters were mailed to the Chairmen of seven Senate Standing Committees asking them to undertake the following tasks:

(1) Committee on Fiscal Planning and Budgeting - to look into the Administration's plans for coping with the so-called "demographic crunch" in student enrollments foreseen for the 1980's, specifically to discover if the University has (or should have) a master plan for institutional development comparable to the existing master plan for developing the physical plant; also a study of tuition levels, here and elsewhere, specifically to determine what impact a sharp rise in tuition has had on the quality and quantity of student applicants at other institutions;

(2) Committee on Appointment, Salary and Promotion Policy - to explore the possibilities of providing cost-of-living increases for retired faculty; also to inquire into the disparity between current increases in faculty salaries and increases in the cost-of-living; in addition, to reconcile, and perhaps, alter the language of the Manual of Personnel Directives to bring it into line with the intent of the 1976 edition of the Faculty Handbook, so as to assure fringe benefits to the children of deceased faculty;

(3) Committee on Professional Ethics and Academic Freedom Committee - to propose new procedures for the handling of faculty grievances because recent experience suggests that the Faculty Code procedures are too complex or too vague and subject to abuse;

(4) Joint Committee of Faculty and Students - to review certain parts of procedures in the handling of student disciplinary cases;

(5) Committee on Educational Policy - to consider and make a recommendation on the proposal (now in the Joint Committee) to establish a uniform and perhaps longer "drop period" for students who wish to drop courses for which they have registered;

(6) Committee on Physical Facilities - to complete the study begun by the Joint Committee and the Urban Affairs Committee as to the desirability of recommending the establishment of a special University Committee to advise the Administration on the development of the so-called "Red Lion Row"; to be known as the "Building 13 Advisory Council"; and

(7) Committee on Administrative Matters as The Affect the Faculty - to explore the possibility of securing a room on campus, perhaps in the Library, for use by emeritus faculty.

Professor Hill said that other matters would no doubt arise during the coming year, but that he hoped these committees would give particular attention to the problems outlined above. In order to keep the Senate and faculty abreast of committee activities, he said the Executive Committee would hereafter assign a place in the agenda of every Senate meeting for "Interim Reports from Committee Chairmen." Finally, he said that a revised edition of the Faculty Code would be published shortly containing revisions made to the Code since 1976, and that the Executive Committee had an understanding with the Provost that another edition would be published a year from now if any other changes were approved between now and then.

Professor Wood inquired about the status of the Helmer grievance case, and Professor Hill replied that Professor Helmer had appealed the decision of the Hearing Committee to dismiss the grievance.

President Elliott said he wished to request that ex officio members of Senate Standing Committees send representatives to meetings if they cannot attend themselves.

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Under Brief Statements, Professor Toridis said he wished to comment about an item Professor Hill pointed out earlier and that was the concern about the effect of current inflation rates on faculty salaries. In light of the fact that the Carter administration had made an upward adjustment in the wage and price guidelines because the previous limits were not realistic, Professor Toridis said that his colleagues had requested that he transmit their hope that the University might consider a similar adjustment. Secondly, Professor Toridis said that another concern in the academic community was the effect of the present inflationary trend on the TIAA-CREF Retirement Plan. If the present trend continues, he said, it was feared that the Plan would not fulfill its intended purpose at the time of retirement, and that perhaps an appropriate committee of the Senate might want to study this matter also.

Professor Schiff said that he had two briefs statements, the first being to inform the Senate that the Educational Policy Committee was still wrestling with the proposal that students be allowed to register more liberally in various schools and divisions of the University; however, he said that his Committee has requested input from the deans of the schools on this matter and until this information can be reviewed, no recommendation could be made. Secondly, Professor Schiff said that it was customary and proper for the Chairman of the Executive Committee to acknowledge and give thanks to the retiring Chairman of the Grievance Committee; in this particular instance, he said, that was a little difficult to do since Professor Hill was fulfilling both functions; therefore, he wished to thank Professor Hill on behalf of the entire Senate for his arduous service as Chairman of the Grievance Committee for the past several months.

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Upon motion made and seconded, the meeting was adjourned by the President at 4:10 p.m.



Robert Gebhardtsbauer
Secretary

A RESOLUTION CONCERNING LIMITATION OF NON-TENURE-ACCRUING APPOINTMENTS (80/1)

WHEREAS, The institution of tenure is the chief protection of the academic freedom of faculty members both individually and collectively, and

WHEREAS, the changes made to the Faculty Code by the Board of Trustees on July 20, 1979 created an unlimited category of faculty who are neither tenured nor eligible to receive tenure, who thus may be dismissed at the sole discretion of the University at the end of any contractual period regardless of quality of performance or length of service, and

WHEREAS, to the extent that a faculty is composed of members who are deprived of institutional protections of academic freedom, to that extent the academic freedom of that faculty as a whole is eroded; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

The category of regular, active status faculty appointments which do not accrue tenure be limited to a definite proportion of the faculty of each school or college, by adding the following words to the Faculty Code as revised by the Board of Trustees on July 20, 1979:

To Section I.B.1, after the second sentence, add the following sentence:

"However, the proportion of regular active status faculty serving in non-tenure-accruing appointments shall not exceed 25% ~~of the full-time appointments~~ in any college or school, nor shall any department have fewer than 50% of its ~~full-time appointments~~ ^{regular active status faculty appointments} either tenured or tenure-accruing." The foregoing shall not apply to the Medical Center faculty who are stationed at affiliated institutions, nor to the faculty of the National Law Center.

Committee on Professional Ethics and Academic Freedom
February 7, 1980

Adopted, as amended, March 14, 1980

A RESOLUTION TO ENCOURAGE CONTINUITY IN COMMITTEE MEMBERSHIP (80/2)

WHEREAS, the freedom of faculty members to select each year the standing committee to which they wish to be elected ought to be preserved; but

WHEREAS, this freedom often results in a large turnover in committee membership, leaving some committees heavily composed of persons unfamiliar with the functions and ongoing business of such committees; and

WHEREAS, the Senate's business will be expedited by standing committees whose members have acquired experience in service; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate Bylaws be amended by adding the following sentence at the end of the Bylaws section entitled "Section 11. Standing Committees":

"Although members of standing committees are elected for terms not exceeding one year, it is the sense of the Senate that a greater degree of continuity and consistency in the transaction of committee business will be assured if elected members consider it an obligation to stand for re-election to the same committee at least once."

Executive Committee of the Faculty Senate
February 22, 1980

Adopted March 14, 1980

A RESOLUTION TO REQUIRE STANDING COMMITTEES TO MEET AT LEAST ONCE
EARLY DURING EACH SENATE SESSION (80/3)

WHEREAS, some standing committees meet only when issues arise that fall within their jurisdiction; and

WHEREAS, such issues may not arise during the course of the Senate Session; but

WHEREAS, it behooves each standing committee periodically to examine its own area of jurisdiction and to consider ways in which it might become more active in fulfilling its charge; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate Bylaws be amended by adding the following paragraph at the end of the Bylaws section entitled "Section 11. Standing Committees":

"All standing committees shall hold at least one meeting at the beginning of each Senate Session."

Executive Committee of the Faculty Senate
February 22, 1980

Adopted March 14, 1980

A RESOLUTION TO EMPOWER THE FACULTY SENATE TO TERMINATE GRIEVANCE PROCEDURES

WHEREAS, faculty members should have access to a hearing of their grievances by their peers; and

WHEREAS, a procedure to accomplish this is described in "Procedures for the Implementation of the Faculty Code," Section E; but

WHEREAS, this procedure may become long-drawn out and costly in terms of money and of the time of those involved in the hearings; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT

1. If and when the Executive Committee of the Faculty Senate deems that hearings or appeals are being intolerably protracted and costly, it may suspend the hearings or appeals for a period of not more than a month and call upon the parties to present written arguments to it within 10 days as to why the hearings or appeals should not be terminated; and
2. If the Executive Committee concludes that they should be terminated, it shall so recommend to the next regular or to a special session of the Faculty Senate; and
3. If the Senate concurs with the recommendation by a majority of those present and voting, the hearings or the appeals shall be terminated and the grievant shall have the options of dropping the grievance or of appealing to the Board of Trustees through the President of the University; if such an appeal should fail, any further action will have to be in the civil court; and
4. No oral arguments shall be presented to the Executive Committee by the parties or their advocates except that members of the Executive Committee and members of the Senate may present any arguments they wish; and
5. The Senate may set limits to the time allowed a member to debate the possible termination of a grievance procedure.

Professor Reuben E. Wood
Chairman, Executive Committee
February 22, 1980

(Presented for referral to the appropriate committee.)
Referred by the Faculty Senate, March 14, 1980, to the Professional Ethics
and Academic Freedom Committee

A RESOLUTION OF APPRECIATION FOR PROFESSOR REUBEN E. WOOD (80/4)

WHEREAS, Professor Reuben E. Wood has served as a member of the Senate for 16 years, and as Chairman of its Executive Committee for a total of more than 5 years; and

WHEREAS, his services have contributed significantly to the strengthening of relations between the Faculty and the Administration and to the improvement of The George Washington University; and

WHEREAS, his colleagues on the Senate wish to express their gratitude and affection, NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the University Senate does, indeed, express its deep appreciation to Reuben E. Wood for his conscientious and tireless services on behalf of all the Faculty.



March 14, 1980

Adopted by acclamation March 14, 1980

Lloyd H. Elliott
Lloyd H. Elliott
President

A RESOLUTION TO ESTABLISH AN APPROPRIATE
SOCIAL OCCASION FOR HONORING FACULTY MEMBERS
ACHIEVING FACULTY EMERITI AND TWENTY-FIVE
YEARS SERVICE STATUS (80/5)

WHEREAS, The Alumni Association is this year discontinuing its practise of acknowledging with festive social events and service awards those members of the faculty achieving the status of Faculty Emeriti or twenty-five years service at this university; and

WHEREAS, it would be lamentable to permit this desirable tradition to lapse; and

WHEREAS, it is entirely appropriate for the faculty to undertake similar measures for honoring its deserving own; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That a dinner, including appropriate ceremonies, to which all university faculty would be invited, be held Saturday night, May 3rd, just prior to the President's Reception for graduates and their families; and
2. That the honorees be the guests of the university.

The Public Ceremonies Committee
March 14, 1980

Adopted March 14, 1980

FACULTY SENATE COMMITTEES

EXECUTIVE COMMITTEE
1980-81 Session

(elected February 22, 1980)

LisH 503F	Peter P. Hill, Chairman, History	6761/6230
Stau 107	Raymond R. Fox, Engineering	6915
Bacon 403D	Robert E. Park, Law	6750
Burns Clinic 827	Howard C. Pierpont, Surgery	4009
Bell 301A	Stefan O. Schiff, Biology	6090/7120
Rice-8th Fl.	Lloyd H. Elliott, President, ex officio	6500

CHAIRMEN*, STANDING COMMITTEES:

1. ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY - Professor Reuben E. Wood
2. ADMISSIONS AND ADVANCED STANDING - Professor Marvin F. Gordon
3. APPOINTMENT, SALARY AND PROMOTION POLICIES - Professor Lilien F. Robinson
4. ATHLETICS - Professor Robert G. Jones
5. EDUCATIONAL POLICY - Professor Stefan O. Schiff
6. FISCAL PLANNING AND BUDGETING - Professor Salvatore F. Divita
7. LIBRARY - Professor Guido E. Mazzeo
8. PHYSICAL FACILITIES - Professor Lewis D. Solomon
9. PROFESSIONAL ETHICS AND ACADEMIC FREEDOM - Professor William B. Griffith
10. PUBLIC CEREMONIES - Professor A. E. Claeysens, Jr.
11. RESEARCH - Professor John E. Ziolkowski
12. STUDENT FINANCIAL AID - Professor Raymond R. Fox
13. UNIVERSITY DEVELOPMENT AND RESOURCES - Professor Donald E. Hawkins
14. UNIVERSITY OBJECTIVES - Professor Glenn A. Walker
15. UNIVERSITY AND URBAN AFFAIRS - Professor Theodore G. Toridis
16. JOINT COMMITTEE OF FACULTY & STUDENTS** Professor Stephen R. Chitwood,
Co-Chairperson

*Members of the Senate

**Not a standing committee of the Faculty Senate

SENATE STANDING COMMITTEES

1980-81 Session

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chairman: Wood, Reuben E., Prof., Chemistry
Brewer, Diane, Assoc. Prof., Speech & Drama
Darr, Kurt J., Prof., Health Care Admin.
Holland, Robert L., Assoc. Prof., Mgmt. Sc., Dean, CGS
Vontress, Clemmont, E., Prof., Education

ex officio:

Birnbaum, Philip S., Dean
for Admin. Affairs,
Medical Center
Lange, Carl J., Vice
President for Admin.
and Research

ADMISSIONS AND ADVANCED STANDING

*Chairman: Gordon, Marvin F., Prof., Geography
Affronti, Lewis F., Prof., Microbiology
Bergwall, David F., Asst. Prof., Health Care Admin., Asst. Dean, SGBA
Bowling, Lloyd S., Prof., Speech & Hearing
Kelleher, Joanne K., Asst. Prof., Physiology
Perros, Theodore P., Prof., Chemistry
Thibault, Jean-Francois, Asst. Prof., Romance Languages & Lit.
Rowley, David A., Assoc. Prof., Chemistry

ex officio:

Ruth, Joseph Y., Director
of Admissions

APPOINTMENT, SALARY AND PROMOTION POLICIES (including Fringe Benefits)

*Chairman: Robinson, Lilien F., Assoc. Prof., Art
Cohn, Victor H., Prof., Pharmacology
Gallo, Linda L., Assoc. Prof., Biochemistry
Katz, Irving J., Prof., Mathematics
Kennedy, Emmet R., Assoc. Prof., History
Kirsch, Arthur D., Prof., Statistics & Psychology
Levy, Joseph B., Prof., Chemistry
Reeves, Philip N., Prof., Health Care Administration
*Singpurwalla, Nozer D., Prof., Operations Research & Statistics
Weaver, David B., Prof., Law

ex officio:

Bright, Harold F.,
Provost

ATHLETICS

*Chairman: Jones, Robert G., Prof., Religion
Antzes, Annette V., Assoc. Dir. Academic Staff (CGS)
Bielski, Lee S., Prof., Speech & Drama
Bowles, L. Thompson, Prof., Surgery
Burdetsky, Ben, Prof., Business Administration
Caress, Edward A., Prof., Chemistry
Forman, Ernest H., Assoc. Prof., Management Science
Harvey, Jerry B., Prof., Management Science
Hiltebeitel, Alfred J., Assoc. Prof., Religion
Kurtz, Frederick C., Prof., Accounting
Linebaugh, Craig W., Assoc. Prof., Speech
McCarthy, John F., Assoc. Prof., Business Administration
Rigg, Andrew C., Assoc. Prof., Adolescent Medicine
Smith, Walton E., Assoc. Prof., Management Science
Snodgrass, Jeanne F., Prof., HK&LS
Wallace, Ruth A., Prof., Sociology
Weintraub, Herbert D., Prof., Anesthesiology

ex officio:

Faris, Robert K., Director
of Men's Athletics
George, Lyn, Director of
of Women's Athletics
Phelps, Marianne, Asst.
Provost for Affirmative
Action

EDUCATIONAL POLICY

*Chairman: Schiff, Stefan O., Prof., Biology
Cushner, David A., Asst. Prof., Religion
Churchill, Robert P., Asst. Prof., Philosophy
Courtless, Thomas F., Prof., Law & Sociology
Davis, Herbert J., Assoc. Prof., Business Administration
Fisher, Elizabeth A., Adjunct Asst. Prof., Classics
Hobbs, Herman H., Prof., Physics
Hsu, Irene, Prof., Medicine
Johnson, Nancy D., Asst. Prof., HK&LS
Kenyon, Hewitt, Prof., Mathematics
Quitslund, Jon A., Assoc. Prof., English
Yakobson, Helen B., Prof., Slavic Languages

ex officio

Bright, Harold F., Provost

FISCAL PLANNING AND BUDGETING

*Chairman: Divita, Salvatore F., Prof., Business Admin.
Devolites, Milton C., Prof., Health Care Admin.
Frankie, Richard J., Prof., Education
Hugh, Rudolph, Prof., Microbiology
Kenney, Richard A., Prof., Physiology
Mastro, Anthony J., Prof., Accounting
Mergen, Bernard M., Assoc. Prof., American Studies
Morgan, John A., Jr., Prof., Political Science
Umpleby, Stuart A., Assoc. Prof., Management Science

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs, Medical
Center
Johnson, William D., Director
of Planning and Budgeting

LIBRARY

*Chairman: Mazzeo, Guido E., Prof., Romance Languages
Andrews, Avery D., Prof., History
Becker, Matthew J., Instructor, Anesthesiology
Davidson, Roderic H., Prof., History
Frey, John A., Prof., Romance Languages
Hufford, Terry L., Assoc. Prof., Biological Sciences
Kaufman, Roger E., Prof., CMEE
King, James C., Prof., Germanic Languages & Lit.
King, Michael M., Assoc. Prof., Chemistry
Lang, Roger H., Assoc. Prof., EECS
McIntyre, Margaret, Prof., Education
Peterson, Eric, Instructor, Political Science

ex officio:

Alsip, James B., University Librarian
Bernard, Hugh Y., Librarian Law
Library
Caress, Edward A., Asst. Dean of the
Graduate School of Arts & Sciences
Matheson, Nina W., Librarian, Medical
Library

PHYSICAL FACILITIES

*Chairman: Solomon, Lewis D., Prof., Law
Adams, Elizabeth B., Assoc. Prof., Management Science
Greene, Sherwin, Assoc. Prof., Urban Planning
Malone, Paul B., Visiting Assoc. Prof., Business Admin.
Miller, Lenore D., Curator, Dimock Gallery
Moreno, Jonathan D., Adjunct Asst. Prof., Philosophy
Nage, Harry R., Prof., Business Administration
Pederson, Eldor O., Assoc. Prof., Geography & Regional Science
White, David G., Prof., Chemistry

ex officio:

Dickman, Robert E., Director of
Planning
Diehl, Charles E., Vice President
and Treasurer
Einbinder, John C., Assistant
Treasurer for Business Affairs

*Member of the Senate

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

*Chairman: Griffith, William B., Assoc. Prof., Philosophy
Aschheim, Joseph, Prof., Economics
Blank, Jeffrey R., Asst. Research Prof., Education
Burks, James F., Prof., Romance Languages
Gilmore, Charles M., Assoc. Prof., CMEE
Kaiser, Paula (Emeritus)
Nimer, Benjamin, Prof., Political Science
Park, Robert E., Prof., Law
Platt, Mark M., Assoc. Prof., Neurology
Ravenscroft, Kent, Assoc. Prof., Psychiatry
Silber, Tomas J., Asst. Prof., Child Health & Development
Zenoff, Elyce, Prof., Law

ex officio:

Linton, Calvin D., Dean,
Columbian College of
Arts and Sciences

PUBLIC CEREMONIES

*Chairman: Claeysens, A. E., Jr., Assoc. Prof., English
Bell, Boris C., Director, Marvin Center
Eastin, Roy B., Prof., Business Administration
Grub, Phillip D., Prof., Business Administration
Lingo, Jane T., Asst. Director, Public Relations
Tidball, M. Elizabeth, Prof., Physiology
Vann, Margaret L., Admin. Assoc., Graduation
Wade, Alan G., Asst. Prof., Speech & Drama

ex officio:

Gebhardtshauer, Robert,
Registrar
Jones, Robert G., University
Marshal

RESEARCH

*Chairman: Ziolkowski, John E., Prof., Classics
Bradley, Eileen, Research Prof., Radiology
Brooks, Alison S., Asst. Prof., Anthropology
Coates, Vary T., Adjunct Assoc. Prof., Public Affairs
Johnson, Diana E., Asst. Prof., Biology
Lengermann, Patricia M., Prof., Sociology
Lewis, John F., Prof., Geology
O'Rear, Charles E., Prof., Forensic Sciences
Rice, Charles E., Prof., Psychology
Rothman, Sam, Prof., Engineering Administration
Saenz, Pilar G., Assoc. Prof., Romance Languages
Wolff, Frederick W., Prof., Medicine

ex officio:

Bright, Harold F., Provost
Mayo, Louis H., Vice President for
Policy Studies and Special
Projects
Solomon, Henry, Dean, Graduate
School of Arts & Sciences

STUDENT FINANCIAL AID

*Chairman: Fox, Raymond R., Prof., Engineering
Becker, Joan, Asst. Prof., Radiology
Hollinshead, Ariel C., Prof. Medicine
Huve, Gerard, Asst. Prof., Romance Languages
Wright, J. Franklin, Assoc. Prof., Art

ex officio:

Baker, Vicki, Director, Student
Financial Aid
Heartfield, Maurice K., Asst.
Vice President and Asst. Treas.
Stoner, George W.G., Assoc.
Director Admissions

UNIVERSITY DEVELOPMENT AND RESOURCES

*Chairman: Hawkins, Donald, Prof., HK&LS
Breen, James L., Prof., HK&LS
Davis, David O., Prof., Radiology
El-Ansary, Adel F., Prof., Business Administration
Gastwirth, Joseph L., Prof., Statistics
Sherman, Stanley N., Assoc., Prof., Business Administration

ex officio:

Alpert, Seymour, Vice President
for Development

*Member of the Senate

UNIVERSITY OBJECTIVES

*Chairman: Walker, Glenn A., Assoc. Prof., Biochemistry
Fleck, Joseph W., Assoc. Prof., Education
Lynn, Joanne, Asst. Prof., Health Care Science
Plotz, Judith A., Assoc. Prof., English
Rzeszutarski, W.J., Assoc. Research Prof., Radiology
Smith, Steven S., Asst. Prof., Political Science
Waters, Robert C., Prof., Engineering Administration
Welling, Priscilla, Asst. Prof., Accounting

ex officio:

Bright, Harold F., Provost
Linton, Calvin D., Dean,
Columbian College of
Arts and Sciences
Holland, Robert L., Dean,
College of General Studies

UNIVERSITY AND URBAN AFFAIRS

*Chairman: Toridis, Theodore G., Prof., CMEE
Delaney, Morgan, Asst. Prof., Medicine
Gillette, Howard F. Jr., Assoc. Prof., American Studies
Lowe, John C., Prof., Geography
Marsh, Fran S., Director, Public Relations
Nashman, Honey W., Asst. Prof., HK&LS
Reynolds, William M., Prof., Speech & Drama
Stevenson, Russell B., Prof., Law

ex officio:

Mayo, Louis H., Vice
President for Policy
Studies and Special
Projects

The following committee is not a standing committee of
the Faculty Senate but is listed for your information:

JOINT COMMITTEE OF FACULTY AND STUDENTS

*Co-Chairperson: Chitwood, Stephen R., Prof., Public Administration
Fleischer, David, Asst. Prof., Medicine
McAleavey, David W., Asst. Prof., English
Parke, William C., Assoc. Prof., Physics
Sten, Christopher W., Assoc. Prof., English
Ticktin, Max D., Special Lecturer, Classics
Yeide, Harry E., Jr., Prof., Religion

ex officio:

Hanson, Gail S., Dean of
Students
Linton, Calvin D., Dean,
Columbian College of
Arts and Sciences
Lobuts, John F., Jr., Asst.
Dean, School of Govt.
and Business Admin.
Perkins, John E., Asst. to
the Vice President
for Student Affairs

*Member of the Senate

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

February 27, 1980

Annual Report of the Faculty Senate Committee on Administrative
Matters as they affect the Faculty.

February 26, 1980.

No items of business were submitted to the committee
during the 1979-1980 academic year. The committee did not meet.

Lilien F. Robinson
Chairman

REPORT OF THE SENATE STANDING COMMITTEE ON FISCAL PLANNING AND BUDGET.

1979-80 Session

The committee has met at approximately monthly intervals throughout the year. The committee acknowledges with gratitude the generous cooperation of the Budget Office through Mr. Johnson and Mr. Shoup in providing information to the committee. The major items studied during the year have been:

1. The forward planning of the budget for FY 80-81 and in particular the shifts in the level of support in response to changing enrollment patterns within and between schools.
2. The special needs of the Library in areas of improved acquisition and circulation and the impact of the new Library of Congress cataloging system upon personnel needs.
3. The prospects of the University in the light of national trends in college enrollments and the consequences upon tuition revenues.
4. The options for cost-containment within the educational enterprise in the reality of inflation.

The committee takes as a given that the faculty interest lies in the continuing growth and development of the University and that implies fiscal stability by a balancing of revenues and expenses. The major revenue source is tuition and a major expense item faculty and other salaries. To cite a crude example of this interaction in order to increase the average merit increment by one percentage point of the salary base would (excluding the Medical School) require something of the order of \$400,000 per annum and whilst one might convert this into a tuition increase it is probably as valid to observe that the same effect could be produced by a 1% reduction in the base.

The committee recommends to Senate that every possible step be taken to increase cost-containment awareness throughout the Faculty and to promote within each administrative unit a continuing scrutiny of activities.

i.e., courses within programs, programs within departments, departments within schools) in order to avoid duplications of effort, inefficient deployment of faculty effort both full and part time and redundancy within units. The Committee recognizes that steps have already been taken by the University to provide for a more responsive flexibility in its activities by the move towards a less completely tenured faculty but the benefit to the tuition, expense equation is more potential than presently real. At the same time the Committee recommends that a market study be conducted to test the potential effect upon G.W.'s enrollment of an increase in tuition to bring it more into line with that at neighbouring comparable institutions.

The Committee, recognizing that salary adjustments tied directly to the rate of inflation is an unrealistic concept nevertheless recommends that an annual target of increase above the present level be set as a goal and that the faculty support efforts of expense reduction, cost containment and increase in revenue which do not threaten to harm the quality of the institution.

Fiscal Planning and Budgeting

Acting Chairman: Kenney, Richard A.,
Physiology

Devolites, Milton C., Health Care Admin.

Frankie, Richard J., Education

Hugh, Rudolph, Microbiology

Ireland, C. Terrance, Statistics

Mastro, Anthony J., Accounting

Mergen, Bernard, American Studies

Morgan, John A., Jr., Political Science

*Park, Robert E., Law

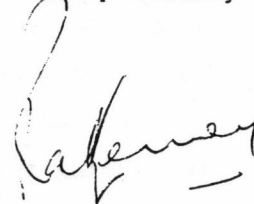
*Reiss, David, Psychiatry

Ex officio:

Birnbaum, Philip S., Dean for Administrative Affairs, Medical Center

Johnson, William D., Director of Planning and Budgeting

Respectfully submitted



REPORT OF THE ATHLETIC COMMITTEE, 1979-80

The Athletic Committee received with enthusiasm and commendation reports from John Perkins of the Division of Student Affairs about the rejuvenation of the Booster Club activities in support of athletic events; from Assistant Provost Marianne Phelps about the positive position of the University relative to provisions of Title IX in such areas as grants in aid, opportunities for practice, medical treatment and coaching, appropriateness of programs in meeting student needs; from Director Robert Faris about progress in men's athletics; and from Director Lynn George about developments in women's athletics. The Committee leaves two important items for further information of its successor: consideration of the current problems between AIAW and NCAA and proposals for strengthening the general activities in athletics with special emphasis on men's basketball. The appended reports from the two Directors will indicate the scope and success of our general athletic programs.

Members of the Athletic Committee, 1979-80

Chairman: Robert G. Jones
Annette V. Antzes
Lee S. Bielski
L. Thompson Bowles
Ben Burdetsky
Edward A. Caress
Jerry B. Harvey
Alfred J. Hildebeitel
Frederick C. Kurtz

Craig W. Linebaugh
Walton E. Smith
Jeanne E. Snodgrass

ex officio
Robert K. Faris
Lynn George
Marianne Phelps

February 25, 1980

To: Senate Athletic Committee
Dr. Robert Jones, Chairman

From: Lynn George, Director of Women's Athletics

Subj: Women's Athletics Accomplishments 1979-80

This year has continued to be one of accomplishments for Women's Athletics. For the first time all eight women's teams are participating in Division I competition.

Crew and Tennis enjoyed full participation and winning seasons. The Volleyball Team received a bid to the Division I Regional Championships at the University of Pittsburgh, and came in sixth, no mean feat, since this was the team's first year in Division I competition.

Squash, Badminton, and Gymnastics continue to grow and have competitive seasons. The Gymnastic Team hosted its first home invitational meet in the Smith Center. Competition against William and Mary, Georgetown and Essex was enhanced by the fact that a gymnastic event occurred on the Main Arena floor for the first time. This process has taken us five years to accomplish and involved having the Smith Center floor x-rayed in order to drill holes for the necessary floor plates. A great deal of thanks goes to Joe Eagers (University Engineer) and Mr. Faris for their assistance in this project.

The Swimming Team competed in Division I this year, but because of a lack of depth and the fact that the coach serves part time, its development has been slower than we would like. Diver Jeannie Dahnk (GW's two-time All-America) continues her outstanding performances, and stands a good chance of garnering another All-America award at this year's National Championships in Las Vegas, Nevada.

The Women's Basketball Team's record is currently 17-10, and the team has won two invitational tournaments.

There are over 100 girls participating in GW's women's athletic programs. In May, GW will graduate the first girls who have played for four years on athletic scholarships. I am particularly proud of the fact that our first walk-on basketball scholarship girl, Joan Nowotny, will graduate with a 3.9 QPI in business administration.

The Volleyball Team, which won the Eastern Regional Championships in 1978, is planning a trip to Belgium during GW's spring break, March 8-16. The team will play three international matches, tour three cities, be given a reception by the mayor of Drogenbos, and be provided hospitality by the families of the Belgian team members. Under the direction of Coach Patricia Sullivan, the team has raised over \$2,000 by selling magazine subscriptions, giving volleyball clinics, selling refreshments at home events, and asking for donations from local businesses. The department and parents of the players will provide another \$3,000. Since the team is still short of the required amount they are now requesting sponsorship of one or more athletes by local groups, including the Colonials, GW's athletic alumni group. They are so close to their goal and have worked so hard that it seems certain that their trip will materialize.

Highlights in our public awareness program have included hanging the women's basketball schedule with the men's schedule on the Transportation Building, and gaining the support of the Women's National Bank for our basketball schedule sign in the Smith Center's Main Arena. Subsequently arrangements were made to advertise the women's basketball games in the same ads with the men's games in the Washington Post. In addition, we have installed a Sports Hotline which provides students with the latest results and upcoming athletic events.

We have increased our total attendance at home events over the last year. More than 2500 additional spectators have attended our volleyball, basketball, gymnastics, and swimming events this year.

Summer plans include sponsorship of a volleyball and basketball camp in the Smith Center, August 10-14, before we are back into the opening of the 1980-81 season.

In the fall of 1980 we will be adding a Women's Varsity Soccer Team. Rue Davidson, an outstanding coach and official from Bowie, has been appointed head coach. Since GW will be the first school in the area to field a varsity team for women, the team will travel to northern schools such as Brown, Yale, Harvard, and Penn State. We expect to be rated in the top 20 schools by the end of the first year. Georges Edeline, the men's soccer coach, has served as a consultant and guiding force in our development.

The Women's Athletic Department thanks the Chairman, Dr. Robert Jones, and the members of the Senate Athletic Committee for their concern, interest, guidance and support during our developmental years.

Memo to: Dr. Robert Jones
Chairman, Senate Athletic Committee

From: Mr. Robert Faris²⁴¹
Director, Men's Athletics

Subject: Yearly Report

Approximately 175 male student-athletes participated in varsity intercollegiate athletics this past year. The Department sponsored eight sports staffed by three full-time coaches, twelve part-time coaches and four auxiliary staff members. The coaching staff is the most competent we have had in many years. They are enthusiastic, aggressive, knowledgeable dedicated and young (average age 30).

The 1979-80 year was without question the most successful we have experienced in the past decade. In assessing this success we can attribute it to the staff, many fine student-athletes and the outstanding facilities within the Smith Center.

Sport by sport breakdown:

BASEBALL: The head coach is Michael Toomey, in his fifth year, and assisted by John Norris. Last spring they were the Eastern Eight Conference champions, and the Eastern Collegiate Athletic Conference Southern Division champions. They were selected as one of the top 16 universities in the country to participate in the NCAA Championships. The NCAA permits a maximum of 13 scholarships and the above accomplishments were achieved with six scholarships.

SOCCER: The head coach is Georges Edeline, in his seventh year and assisted by Kenneth Garber. They have qualified for the NCAA Championships in three of the past five years. During the past season they posted a strong ten wins against four losses. The NCAA permits 11 scholarships and the above achievements were made with six scholarships.

TENNIS: The head coach is Marty Hublitz in his third year. The team was undefeated in eight matches this fall and climaxed the season by winning the Eastern Eight Conference Championship in Pittsburgh.

WRESTLING: The head coach is James Rota in his third year. He has completely turned the program around in three years. For the first time in ten years they won the Capital Collegiate Conference.

Yearly Report
Page 2

SWIMMING: The head coach is Carl Cox and is assisted by Dave Enzler. The team presently has a 10 and 2 record and like wrestling were the Capital Collegiate Conference Champions. With the excellent swimming facilities, this sport should continue to be extremely competitive throughout the east.

BASKETBALL: The head coach is Bob Tallent, assisted by Lenox Baltimore, Paul Baker and John Holloran. This year the team has a record of 15 wins and 10 losses. They have a very challenging schedule, basically because of the strong Eastern Eight Conference, of which GW is a charter member. Student, faculty and alumni support has continued to increase each year. All games were broadcast on WEAM radio and two games were televised on Channel 20.

CREW AND GOLF: Crew is coached by our only new staff member, Joseph Carcillo, a medical school student. Golf is coached by Joseph Berry. These two sports receive no financial aid in the form of scholarships, however both have achieved average success in their competition.

Several years ago, this department abandoned the traditional one season spring sports program in favor of a split season schedule. This was necessitated by our academic calendar. It was physically impossible to conduct a strong spring sports program in this geographical area with academic classes terminating in April. Baseball, tennis, golf and crew now have a full fall schedule to compliment the shorter spring schedule. It has proven most successful.

ANNUAL REPORT TO THE FACULTY SENATE

by

COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM: 1979-80

1. The primary business of the Committee during the year arose from Executive Committee referral for study of two actions taken by the administration during the summer months: the first, the modification of the Faculty Code to provide for regular faculty appointments without eligibility for tenure; the second, the decision to join in an Amicus Curiae brief to the U.S. Supreme Court on the side of Yeshiva University against the NLRB and the Faculty Association of Yeshiva. (The first of these actions, it might be argued, tended to make unionization more attractive to faculty; the second, to put it out of reach).

The Committee's response on the first of these two problems has already been put before the Senate and faculty in (1) a "Statement Concerning Recent Changes in the Faculty Code", delivered to the Senate meeting of September 14, 1979, and (2) an "Interim Report on the Status of Resolutions Pertaining to Non-tenure Track Faculty Members," which included a report on faculty responses to the Committee's "Invitation to Submit Views...", made to the January 18th meeting of the Senate. Beyond this, the Committee is reporting a "Resolution Concerning Limitation of Non-Tenure-Accruing Appointments", accompanied by a four-page report, to the first (March 14) meeting of the new Senate.

On the second problem, the Committee offered a "Resolution Concerning the Decision to Join the Yeshiva Brief" (79/8), accompanied by a four-page report, to the January 18th meeting of the Senate. The resolution was approved.

Only two additional comments will be offered to complete the record: (1) The non-tenure track appointment problem will remain by Committee direction the continuing business of the Professional Ethics Committee in the coming year, in hopes that consensus may be reached on further resolutions to be offered; and (2) on February 20, 1980, the Supreme Court in a 5-4 decision affirmed the Second Circuit's decision against the NLRB and Faculty Association (the majority and dissenting opinions are excerpted in The Chronicle of Higher Education, February 25, 1980). (See attachment).

2. Several other matters were taken up during the year.


As continuing business from the previous year (in addition to the **non-tenure** track problem) the Committee responded to a request from the Executive Committee to look into a complaint filed by a faculty member against the Engineering Administration Department involving procedures to be followed for appointing research professors, and "to see what [the Code] does require..." On June 13, 1979, the Committee offered to the Executive Committee and the parties concerned its interpretation of the Faculty Code provisions bearing on such appointments. The interpretation was not appealed and it is the Committee's understanding that the dispute has now been resolved by new appointment procedures.

By referral from the Executive Committee (dated 7/30/79) the Committee also took up a request from a Faculty Mediation Committee to consider "specifying in the Faculty Code the procedure whereby Limited Service Faculty be notified of termination of their appointments," including provisions for advance notification in writing for reasons of termination. A subcommittee began drafting language for a Code revision on this point but has not yet completed work. This too will be held over as continuing business for the Committee.

3. The Committee would like to express its thanks to the Provost and Budget Director, who provided information and discussed the non-tenure track issue with us; to the forty or so members of the Faculty who responded thoughtfully to the Committee's "Invitation to Submit Views" distributed in October; to the Dean and other members of the Faculty of Engineering who met with us at our request to discuss the complaint mentioned above.

In addition, the Chairman would like to express his personal thanks to those members of the Committee who responded graciously to the extraordinary demands upon their time during the year; to the Department of Philosophy, which provided secretarial and photocopying support to the Committee at no small cost and inconvenience; and to the departmental secretaries, first Mrs. Conroy and later Ms. McMunn, who labored unstintingly on behalf of this Senate Committee.

Respectfully submitted,


William B. Griffith
Chairman

Members of the Committee

Professor Joseph Aschheim, Economics
Professor Paul Crafton, Engineering Administration
Professor Joseph Foa, CMEE
Professor Michael Gallagher, Accounting
Dr. Mark M. Platt, National Medical Center
Professor Sam Rothman, Engineering Administration
Dr. Thomas Silber, Child Health and Development
Dr. Chariklia Spiegel, Medical Faculty Associates
Professor James Starrs, Law
Professor Walter Stein, Health Care Sciences
Professor Phyllis Stewart, Sociology
Dr. Paula Kaiser (Emeritus)
Professor Benjamin Nimer, Political Science

ex officio:

Calvin D. Linton, Dean, Columbian College
of Arts and Sciences

THE CHRONICLE

of Higher Education

February 25, 1980 • \$1
Volume XIX, Number 23

High Court Calls Yeshiva Faculty Managers, Not Subject to National Labor Relations Act

Dissent to 5-4 ruling says majority views campus governance through 'rose-colored lens'

By Beverly T. Watkins

WASHINGTON

The Supreme Court ruled last week that faculty members at Yeshiva University are managerial employees and do not have the right to bargain collectively under federal labor law.

In a 5-to-4 decision, the justices upheld an earlier ruling by the U. S. Court of Appeals for the Second Circuit that full-time faculty members at the private New York institution have so much authority over academic matters and institutional policies that "they are, in effect, substantially and pervasively operating the enterprise."

The National Labor Relations Board and the Yeshiva University Faculty Association had maintained that faculty members at the university were "rank and file" employees. Although they make recommendations about appointments, promotion, tenure, and other matters, they express their personal views and are not "representatives of management," according to the board, which has held since 1971 that faculty members at private institutions are employees entitled to bargaining rights under the National Labor Relations Act.

Yeshiva University maintained that faculty members are managerial employees because they "perform policy-making and discretionary functions" on a high level. They are called upon to decide personnel matters "with substantial finality" and, the university argued, that type of authority "is clearly supervisory."

In delivering the opinion of the majority, Associate Justice Lewis F. Powell, Jr., said, "The controlling consideration in this case is that the faculty of Yeshiva University exercise authority which in any other context unquestionably would be managerial. Their authority in academic matters is absolute."

He pointed out that faculty members "decide what courses will be offered, when they will be scheduled, and to whom they will be taught. They debate and determine

teaching methods, grading policies, and matriculation standards. They effectively decide which students will be admitted, retained, and graduated. On occasion their views have determined the size of the student body, the tuition to be charged, and the location of a school.

"When one considers the function of a university, it is difficult to imagine decisions more managerial than these."

Although the labor board "insists that these decisions are not managerial because they require the exercise of independent professional judgment," Justice Powell—who was joined in his decision by Chief Justice Warren E. Burger and Justices William H. Rehnquist, John P. Stevens, and Potter Stewart—said, "We are not persuaded by this argument."

In a dissenting opinion, Justice William J. Brennan, Jr., said the Court's "vision is clouded by its failure fully to discern and comprehend the nature of the faculty's role in university governance."

He said "the touchstone of man-

agerial status" is "an alliance with management," and the key question is whether "the employee in performing his duties represents his own interests or those of his employer."

Justice Brennan said the Court failed to understand "that whatever influence the faculty wields in university decisionmaking is attributable solely to its collective expertise as professional educators, and not to any managerial or supervisory prerogatives."

He said, "Although the administration may look to the faculty for advice on matters of professional and academic concern, the faculty offers its recommendations in order to serve its own independent interest in creating the most effective environment for learning, teaching, and scholarship."

Yeshiva University "always retains the ultimate decisionmaking authority," he said.

Justice Brennan was joined in his dissent by Justices Harry A. Blackmun, Thurgood Marshall, and Byron R. White.

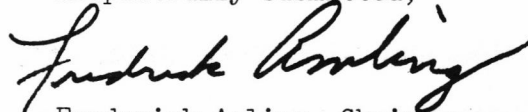
THE GEORGE WASHINGTON UNIVERSITY

Faculty Senate--1979-1980 Session

University Development and Resources

A joint meeting of the Deans and the University Development and Resources Committee was held on November 12, 1979, and the combined group voted to implement a program of creating one new endowed professorship chair in each degree-granting college, school, or department over the next five years. There was agreement, as a first step, that each college, school, or degree-granting department would set up a committee for this purpose to be established by George Washington's Birthday, and that by 1985 the University might have a half-dozen new endowed chairs as the result of the action taken this year.

Respectfully submitted,



Frederick Amling, Chairman

Committee Members

El-Ansary, Adel

Garner, Nathan

Moore, Dorothy A.

Wise, Jarrett M.

ex officio:

Alpert, Seymour, Vice President
for Development

Faculty Senate
1979-1980 Session
Committee on Admissions and Advanced Standing

Annual Report

Given a current work load which is fairly light and not particularly demanding, the Committee recommends that it be merged with Student Financial Aid, or some other committee whose responsibilities tend to be somewhat similar in nature. If such a merger takes place, the Committee urges that the name, Admissions and Advanced Standing be retained and incorporated into the title of the newly formed group.

Given the University-wide responsibilities and interest of the Committee, it is recommended that all admissions officers be included as ex officio members. These would include representatives from the following schools: Columbian, GSAS, SEAS, SPIA, GBA, Education, Law and Medicine. It is also suggested that the Director of International Student Advising and the Foreign Students Admissions Adviser be appointed as ex officio members.

Respectfully submitted,

Marvin F. Gordon
Marvin F. Gordon

Committee Members

Affronti, Lewis F.
Bowling, Lloyd S.
Gordon, Marvin F., Chairman
Katterjohn, Karl R.
Kelleher, Joanne K.
Kirsch, Arthur D.
Netland, Bjorn K.
Winkler, Lawrence

ex officio:

Ruth, Joseph Y.

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

March 13, 1980

Annual Report
Physical Facilities Committee

TO : University Senate
The George Washington University

FROM: Professor James P. Chandler
Chairman, Physical Facilities Committee, 1979-1980

There are two matters which justify this report. First, the debate on the duties of the physical facilities committee which I inherited, and second, the recent proposal for a special committee on the "Red Lion Row" building project.

Committee Duties

After consultation with present and former members of the subject committee, it is my judgment the committee has not thus far acted on this matter, that the committee is an advisory committee to the University Senate. While this may appear to be a rather obvious point, it has been suggested that this committee be delegated decisional authority on the one hand or the function of advisor to the University President on the other. It is my judgment that neither of these latter two roles is appropriate for the committee under the University's plan of organization. As a constituent unit of the senate, the committee necessarily must be limited to the role of expert advisor to the senate. The senate from time to time might adopt recommendations of the committee, and thus recommend the same to the University President; however, this is a senate function not a committee function.

The subject matter which forms the proper subject matter jurisdiction of the committee has also been an issue in dispute. Again, after consultation with some but not all present and former members of the committee, it is my judgment that the committee might properly be called upon to act on two types of matters: physical facilities intended for faculty use and physical facilities not intended for faculty use. With the former the faculty expertise includes building

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

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function, interior design, space allocation and use, and general issues related to the attainment of disciplinary-related educational purposes. The faculty is less qualified in the area of exterior design, but may have some role here.

With respect to buildings not intended for faculty use, and which primarily are used as commercial facilities to provide income to the University to support the academic programs of the University, the faculty expertise and hence role is necessarily more limited. Its subject matter jurisdiction in these matters should be limited to an evaluation of the impact of these facilities upon academic programs and academic mission attainment. Consideration of choices of tenants, etc. should be restricted to this limited concern. It is doubtful that rent schedules under this analysis could ever become a legitimate concern of the physical facilities committee.

Red Lion Row

The committee met on the Red Lion Row proposed resolution. At that meeting it was the consensus of the body that a new physical facility committee should be created if a justification therefor could be shown, but that the burden of proof is on the proponents.

Specifically the committee examined whether there exists some need of advise not now met by the University Senate, the existing Student Government, or the community consultative groups. In no instance was it judged that a need of advise not now capable of being met exists. The university administration has consulted extensively with all duly constituted groups and expects to continue to do so. Its presentation of its proposed plans to this senate committee drew uniformly high praise.

There being no perceived need for a new committee the committee did not act in favor of the Red Lion Row resolution and thus at this time would not recommend its adoption by the senate. A minority of the committee membership believed that the matter deserves further consideration. Thus it may be appropriate for the committee to further consider the proposal. However, it was the decided view of the committee that it is the function of the senate to advise the president on physical facilities matters and that

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

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Red Lion Row is properly within the jurisdiction of the physical facilities committee. Thus a new committee is not warranted.

1979-1980 Annual Report of the Joint Committee of Faculty and Students

To the

Faculty Senate

The Joint Committee convened six times since March, 1979. A summary of the major activities follows.

1. Student members of the Committee organized and implemented procedures for securing nominations for the Walter G. Boyle Achievements Award presented during May Commencement exercises in 1979.
2. The Committee had introduced into the Faculty Senate A Resolution To Establish A Building 13 Advisory Council." This resolution is now being reviewed by two other Senate committees and will probably be brought before the Faculty Senate in March or April 1980.
3. The Committee continued to implement procedures for nominating recipients for The George Washington Awards. These awards are made by the President during May Commencement each year.
4. The Committee undertook an extensive examination of selected portions of the University Policy on Academic Dishonesty. Final review and recommendations regarding the Policy will be made in March or April 1980.
5. The Committee examined various proposals for increasing the range and number of courses students in Columbian College might take in their academic minor. This matter is still under review as of the submission of this report.
6. The Committee reviewed a proposal to extend and make uniform throughout the University the time during which students could drop a course without academic penalty. A final report on this proposal will not be available until March or April 1980.

Respectfully submitted,

Stephen R. Chitwood
Stephen R. Chitwood

The Committee

Peter Aloe, Co-chairperson
Eliot Chabot
Anne Williams
Howard Graubard
Jonathan Katz
Gregory Huber
Robert Hillman

Stephen R. Chitwood, Co-Chairperson
Donald Linkowski
David W. McAleavey
Christopher Sten
Max D. Ticktin
Theodore G. Toridis
Harry Yeide, Jr.

FACULTY SENATE---1979-1980 SESSION

Annual Report of the Public Ceremonies Committee

During the 1979-1980 Session of the Faculty Senate, the Public Ceremonies Committee conducted the following business:

1. Commencement ceremonies--solicited and evaluated nominations and made final recommendations for the recipients of honorary degrees. Selected the speaker for the February commencement. Successfully revived the President's Reception for graduates and their families on the eve of the May commencement exercises.
2. Criteria for honorary degrees--To achieve wider faculty participation in the nominating process, conducted year-long deliberations in sub-committee and full committee to clarify and liberalize the criteria for selecting recipients of honorary degrees. The results of these deliberations will be apparent in the letters distributed to all faculty soliciting nominations next fall.

FOR THE COMMITTEE:

Astere E. Clacysse
Astere E. Clacysse
Chairman

MEMBERS OF THE COMMITTEE

Bell, Boris C.
Eastin, Roy B.
Grub, Philip D.
Lingo, Jane T.
Regnell, Joan R.
Tidball, Elizabeth M.
Vann, Margaret L.
Wiggs, Garland D.
ex officio:
Gebhardtshauer, Robert
Jones, Robert G.

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

February 26, 1980

The Faculty Senate will meet on Friday, March 14, 1980, at 2:10 p.m., in the Faculty Conference Room on the Sixth Floor of Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of February 8, 1980
3. Resolutions:
 - (a) A RESOLUTION CONCERNING LIMITATION OF NON-TENURE-ACCRUING APPOINTMENTS (80/1) with accompanying Report; Professor William B. Griffith, Chairman, Professional Ethics and Academic Freedom Committee (resolution and report attached)
 - (b) A RESOLUTION TO ENCOURAGE CONTINUITY IN COMMITTEE MEMBERSHIP (80/2); Professor Peter P. Hill, Chairman, Executive Committee (resolution attached)
 - (c) A RESOLUTION TO REQUIRE STANDING COMMITTEES TO MEET AT LEAST ONCE EARLY DURING EACH SENATE SESSION (80/3); Professor Peter P. Hill, Chairman, Executive Committee (resolution attached)
4. Introduction of Resolutions:
 - (a) A RESOLUTION TO EMPOWER THE FACULTY SENATE TO TERMINATE GRIEVANCE PROCEDURES; Professor Reuben E. Wood (presented for referral to the appropriate committee; resolution attached)
5. General Business:
 - (a) Approval of dates for regular Senate meetings in the 1980-81 Session recommended by the Executive Committee as follows: March 14, 1980, April 11, 1980, May 2, 1980, September 12, 1980, October 10, 1980, November 14, 1980, December 12, 1980, January 16, 1981, and February 13, 1981
 - (b) Nomination for election of Chairmen and Members of Senate Standing Committees and Joint Committee of Faculty and Students
 - (c) Report of the Parliamentarian: Professor Mary M. Cheh
 - (d) Report of the Executive Committee: Professor Peter P. Hill, Chairman
 - (e) Annual Reports: Student Financial Aid Committee, University and Urban Affairs Committee, and Executive Committee
6. Brief Statements
7. Adjournment



Robert Gebhardtsbauer
Secretary

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

THE FACULTY SENATE - 1980-81 SESSION

The Faculty Senate meetings for the 1980-81 Session will be held on the second Friday of each month (exceptions: May and January) as follows:

March 14, 1980	November 14, 1980
April 11, 1980	December 12, 1980
May 2, 1980	January 16, 1981
September 12, 1980	February 13, 1981
October 10, 1980	The 1981-82 Session begins March 13, 1981

Ex Officio Members (stated by the Faculty Organization Plan):

Elliott, Lloyd H.	President
Bright, Harold F.	Provost and Vice President for Academic Affairs
Gebhardtshauer, Robert	Registrar

Ex Officio Members (appointed by the President):

Barron, Jerome A.	Dean, National Law Center
Birnbaum, Philip S.	Dean, Administrative Affairs, The Medical Center
Kelly, Eugene W., Jr.	Dean, School of Education and Human Development
Liebowitz, Harold	Dean, School of Engineering and Applied Science
Linton, Calvin D.	Dean, Columbian College of Arts and Sciences
Loeser, Norma M.	Dean, School of Government and Business Administration
Sapin, Burton M.	Dean, School of Public and International Affairs
Solomon, Henry	Dean, Graduate School of Arts and Sciences

Cheh, Mary M.	Parliamentarian
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Elected Members

	<u>Term Expires</u>	<u>School or College</u>
Chandler, James P.	1981	National Law Center
Chitwood, Stephen R.	1981	Government and Business Administration
Claeyssens, Astere E., Jr.	1982	Columbian College
Divita, Salvatore F.	1982	Government and Business Administration
Fox, Raymond R.	1982	Engineering and Applied Science
Gallagher, Michael G.	1981	Government and Business Administration
Gordon, Marvin	1981	Public and International Affairs
Griffith, William B.	1981	Columbian College
Hawkins, Donald	1982	Education and Human Development
Hill, Peter P.	1981	Columbian College
Jones, Robert G.	1981	Columbian College
Linkowski, Donald	1981	Education and Human Development
Mazzeo, Guido E.	1982	Columbian College
Packer, Randall K.	1982	Graduate School of Arts and Sciences
Park, Robert E.	1982	National Law Center
Pierpont, Howard C.	1982	Medical Center
Reiss, David	1981	Medical Center
Robinson, Lilien F.	1982	Columbian College
Schiff, Stefan O.	1982	Columbian College
Singpurwalla, Nozer D. (Steiner)*	1981	Engineering and Applied Science
Sobel, Nancy J. (Heddesheimer)*	1981	Education and Human Development
Solomon, Lewis D.	1982	National Law Center
Toridis, Theodore G.	1982	Engineering and Applied Science
Walker, Glenn A.	1981	Medical Center
Wood, Reuben E.	1982	Columbian College
Ziolkowski, John E.	1981	Columbian College

*Professors Steiner and Heddesheimer
are on Sabb. Leave, Spring Semester, 1980

A RESOLUTION CONCERNING LIMITATION OF NON-TENURE-ACCRUING APPOINTMENTS (80/1)

WHEREAS, The institution of tenure is the chief protection of the academic freedom of faculty members both individually and collectively, and

WHEREAS, the changes made to the Faculty Code by the Board of Trustees on July 20, 1979 created an unlimited category of faculty who are neither tenured nor eligible to receive tenure, who thus may be dismissed at the sole discretion of the University at the end of any contractual period regardless of quality of performance or length of service, and

WHEREAS, to the extent that a faculty is composed of members who are deprived of institutional protections of academic freedom, to that extent the academic freedom of that faculty as a whole is eroded; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

The category of regular, active status faculty appointments which do not accrue tenure be limited to a definite proportion of the faculty of each school or college, by adding the following words to the Faculty Code as revised by the Board of Trustees on July 20, 1979:

To Section I.B.1, after the second sentence, add the following sentence:

"However, the proportion of regular active status faculty serving in non-tenure-accruing appointments shall not exceed 25% ~~of the full-time appointments~~ in any college or school, nor shall any department have fewer than 50% of its ~~full-time appointments~~ ^{regular active status faculty appointments} either tenured or tenure-accruing." The foregoing shall not apply to the Medical Center faculty who are stationed at affiliated institutions, nor to the faculty of the National Law Center.

Committee on Professional Ethics and Academic Freedom
February 7, 1980

Adopted, as amended, March 14, 1980

approved May 21, 1981, by Bd. of Trustees

Western J. 28, vol. 1899, 15 first manuscript

REPORT TO THE FACULTY SENATE ON NON-TENURE-ACCRUING APPOINTMENTS

by the

February 18, 1980

Committee on Professional Ethics and Academic Freedom

I. INTRODUCTION.

The resolution which this report accompanies deals with only one of the several problems arising from the modification of the appointment conditions for full-time faculty. It is nonetheless of some significance since it represents a recommendation to accept, at least for the time being, the administration's position that appointments which do not accrue tenure are called for in the present circumstances, but on condition that such appointments be limited to a reasonably small fraction of full-time appointments.

This is the only area in which the Committee has been able to obtain substantial agreement as to how to proceed with separate action. Other parts of the problem are so closely linked that further analysis and discussion will be required to produce a linked set of solutions. Various ways of approaching these remaining open problems, which include conditions and length of reappointments without tenure, participatory rights, and conditions and procedures for changing from one category of appointment to another, are discussed in Part IV of this report. The Committee will be glad to receive any guidance members of the Senate, speaking individually or collectively, wish to offer on acceptable paths to solution of the open problems.

II. THE COMMITTEE'S UNDERSTANDING OF THE ADMINISTRATION'S CASE FOR NON-TENURE-ACCRUING APPOINTMENTS

The administration's argument, as presented by the Provost, is that non-tenure-accruing appointments are required because of the following factors in G.W.'s present situation: (1) An already falling enrollment in certain schools and colleges is coupled with projected demographic changes in the decade to come which may adversely affect not only these but other instructional units, while still other units may continue to experience enrollment growth. This fluctuating "market" implies a requirement to switch faculty positions and resources from declining to growing units. (2) However, "many" (no exact figures were given) departments consist entirely of tenured faculty members; "shrinkage" here is nearly entirely precluded, it is argued, by the stringent conditions which the University must meet to terminate a tenured faculty appointment, together with the recent statutory exclusion of mandatory retirement prior to the age of 70. (3) Even where departments have faculty members without tenure, so long as those persons are eligible to receive tenure at the end of a successful probationary period, the decision as to whether tenure will be conferred is, under present Code provisions, effectively out of the administration's hands (because faculty grievance procedures have never sustained an administrator's non-concurrence).

REPORT TO THE FACULTY SENATE ON THE RECOMMENDATIONS OF THE

BY THE

COMMISSION ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

I. INTRODUCTION

The Commission which this report represents was organized in 1964 to study the problems of academic freedom and professional ethics. It was created by the Faculty Senate in response to a resolution passed in 1963. The Commission's mandate was to investigate the current state of affairs and to recommend ways to improve the situation. This report is the result of its work over the past two years.

One of the primary areas in which the Commission has been active is the study of the current state of academic freedom. It has held numerous public hearings and has received many suggestions from faculty members, students, and the general public. The Commission has found that there are many areas in which academic freedom is being threatened, and it has recommended ways to strengthen it. These recommendations include the creation of a new body to oversee academic freedom, the establishment of a code of ethics for faculty members, and the improvement of the procedures for handling complaints against faculty members.

II. THE COMMISSION'S RECOMMENDATIONS ON THE ACADEMIC FREEDOM ACT OF 1963

The Commission's recommendations on the Academic Freedom Act of 1963 are based on its study of the current state of affairs and on its public hearings. It has found that the Act is outdated and needs to be revised. The Commission has recommended several changes to the Act, including the creation of a new body to oversee academic freedom, the establishment of a code of ethics for faculty members, and the improvement of the procedures for handling complaints against faculty members. The Commission has also recommended that the Act be amended to include provisions for the protection of academic freedom in the areas of research, teaching, and public speaking. These recommendations are intended to strengthen academic freedom and to ensure that faculty members are able to perform their duties without fear of retaliation.

Thus, the argument goes, however much it might be desirable to cut back faculty positions in some areas in order to be able to meet student demand in others, the administration would have almost no flexibility to do so under current arrangements.

III. THE ARGUMENT FOR THE RESOLUTION LIMITING NON-TENURE-ACCRUING APPOINTMENTS

Although the administration has claimed a requirement for more flexibility to switch faculty positions than it presently has, it has not argued that it wishes to replace (over time) all tenured appointments with non-tenured but indefinitely renewable appointments. Nonetheless, under the present stipulations of the Code, nothing would formally prevent this from happening, since the administration has unlimited discretion to make each new regular appointment non-tenure-accruing if it so wishes.

Further, the majority of the Committee holds the view that such non-tenure-accruing appointments, unless carefully restricted to a limited proportion of each instructional unit, could pose a threat to the academic freedom and the full exercise of professional responsibility by the faculty in general. Individuals whose continued reappointment for an indefinitely long interval depends upon the continued support of colleagues and dean have an institutional inducement (to which given individuals may or may not yield) to be cautious about offending and perhaps "go along" even if academic policy or personnel recommendation conflicts with their best professional judgment. Thus, individuals holding such appointments ought not constitute a sizeable proportion of any voting faculty group.

The specific implementing language which the Committee proposes to add to the Code reflects inevitable compromises between the necessity for definite guidelines and the undesirability of restricting too severely flexibility with regard to the smaller departments.

IV. ANALYSIS OF FURTHER PROBLEMS

Although the Committee's recommendation represents a willingness to accept, if appropriately bounded in numbers, non-tenure-track appointments as at least an interim device, nonetheless this category of appointments, particularly in the indeterminate state in which it is left in the July 1979 Code revisions, can hardly be thought to constitute a complete solution to the problems faced by the University in this matter.

In the first place, if the University requires flexibility to reduce teaching staffs in particular departments, it is not clear that creating a separate category of faculty to bear the brunt of any future retrenchment is either the optimally efficient or a reasonably fair way of attaining that end. From the standpoint of morale and the smooth functioning of faculty groups, it seems likely that the present practice of recruiting new faculty on tenure-eligible appointments and others without such eligibility is bound to be troublesome and divisive. Moreover, the distinction between those protected by tenure and those not protected need not rest upon any distinctions in the professional qualifications or the performance of individual faculty members but principally reflects

There, the situation was, however, it might be described as follows: positions in some areas in order to be able to meet needs in others. The administration would have to be able to "regulate" the situation.

III. THE SITUATION IN THE REGION OF THE LAGUNA DE LA LAGUNA

Although the administration has obtained a substantial amount of information, it is not yet possible to make a complete analysis of the situation. The administration has obtained a substantial amount of information, it is not yet possible to make a complete analysis of the situation. The administration has obtained a substantial amount of information, it is not yet possible to make a complete analysis of the situation.

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different bargaining positions in the academic labor market; hence it might be both advantageous to the University and fairer to faculty if (i) all new appointees were to be offered equivalent eligibility for tenure and then (ii) the Code procedures for granting tenure and for terminating tenured faculty were revised to create the flexibility required. There would still be difficult and painful decisions to be made, of course, but at least individuals would all be on approximately the same footing, and the University might be led to consider alternatives to outright termination such as inducing early retirements.

Secondly, even if the non-tenure-accruing appointment is retained, there are a significant number of important issues which must be dealt with, including the following: (1) Renewal of appointments. Under the July Code revisions, such faculty appointments may be renewed indefinitely. Now, for tenure-accruing appointments the University is committed to deciding whether to terminate or grant continuous reappointment within a period of seven years. While it might reasonably be argued that the University cannot always see far enough ahead to commit itself to a tenure appointment so quickly, is it reasonable to claim that in such cases it must be allowed to go on indefinitely making only short term commitments? Ought there not be some upper bound on such inconclusive renewals? (2) Participation rights. Present provisions of the Faculty Code grant certain rights to participate in academic decision-making to all regular active-status faculty, while reserving some decisions and participatory rights to tenured faculty. Would the interests and the independence of a permanently non-tenured group of faculty be consistent with this present allocation of voting rights? Or would a new voting category be required, to recognize both the similarities and the differences of interests and authority such a group should have? (3) Strengthened rights with extended service. If non-tenure-accruing appointments may be renewed beyond the normal seven-year probationary period, and there is no final time limit by which the University must decide whether to offer a permanent appointment, should the University recognize some increasing level of obligation to the individual who has been retained for a significant number of successive reappointments?

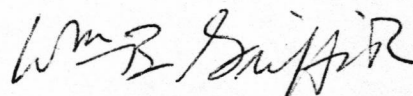
Two sorts of strengthened rights may be imagined here. One might be e.g. a right to be considered automatically for any appropriate tenure opening which occurred, without prejudice to retaining one's non-tenured position if unsuccessful. Another sort of right which might be conferred after extensive service could be increased procedural protection whenever termination is being considered. There are two separable cases here. In the first, where a department faculty recommended reappointment but administrative officers dissented, "compelling reasons" would have to be offered in support. Since (as the Provost informs us) the University has never used financial grounds as a reason for such non-concurrence, there are no case precedents for what facts must be shown here. Standards might therefore be worked out, with the test to be more rigorous where lengthy service is involved. In the second case, where a department is recommending against reappointment after lengthy service and the administration concurs, procedural protections might be developed to insure that this collegial disapproval does not flow from impermissible considerations which would violate the individual's academic freedom.

Finally, in considering most if not all of the difficult decisions outlined above, there is the problem of what should be dealt with in a specific way in the Faculty Code and what decisions should be delegated to the faculties of the schools and colleges under appropriate general constraints. (It should perhaps be pointed out that while non-tenure track appointments now occur in only some of the divisions, nonetheless if the University is as closely tied to the fluctuations of the student market as is presently claimed, it is hard to conceive that any instructional units can claim that the problem is purely an "intra-college" matter, to be dealt with entirely "locally.")

V. CONCLUSION

The Committee on Professional Ethics and Academic Freedom has only reluctantly put these problems before the Senate in such open form and without ready recommendations on how to resolve them. However, it seems clear to us that the problems are quite complex and interlinked so that Senate members might usefully be pondering the difficulties while recommendations are being prepared. Also, few matters on which the Faculty Senate must make recommendations will more directly affect the professional status and academic freedom of the faculty, because few matters are of more central concern to a professional group than the manner in which it adds new temporary and permanent members and the maintenance of its authority to judge professional qualification in the context of the requirement for professional services.

For the Committee Majority:



William B. Griffith, Chairman
Professional Ethics and Academic
Freedom Committee

Members of the Committee

Joseph Aschheim, Economics
Paul A. Crafton, Engineering Administration
Joseph V. Foa, CMEE
Michael G. Gallagher, Accounting
Paula Kaiser (Emeritus)
Benjamin Nimer, Political Science
Mark M. Platt, Neurology
Sam Rothman, Engineering Administration
Thomas Jose Silber, Child Health
Chariklia Spiegel, Medicine
James E. Starrs, Law
Walter Stein, Health Care Sciences
Phyllis L. Stewart, Sociology

ex officio:

Calvin D. Linton, Dean, Columbian College
of Arts and Sciences

A RESOLUTION CONCERNING LIMITATION OF NON-TENURE-ACCRUING APPOINTMENTS (80/1)

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WHEREAS, the changes made to the Faculty Code by the Board of Trustees on July 20, 1979 created an unlimited category of faculty who are neither tenured nor eligible to receive tenure, who thus may be dismissed at the sole discretion of the University at the end of any contractual period regardless of quality of performance or length of service, and

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Committee on Professional Ethics and Academic Freedom
February 7, 1980

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by the

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Finally, in considering most if not all of the difficult decisions outlined above, there is the problem of what should be dealt with in a specific way in the Faculty Code and what decisions should be delegated to the faculties of the schools and colleges under appropriate general constraints. (It should perhaps be pointed out that while non-tenure track appointments now occur in only some of the divisions, nonetheless if the University is as closely tied to the fluctuations of the student market as is presently claimed, it is hard to conceive that any instructional units can claim that the problem is purely an "intra-college" matter, to be dealt with entirely "locally.")

V. CONCLUSION

The Committee on Professional Ethics and Academic Freedom has only reluctantly put these problems before the Senate in such open form and without ready recommendations on how to resolve them. However, it seems clear to us that the problems are quite complex and interlinked so that Senate members might usefully be pondering the difficulties while recommendations are being prepared. Also, few matters on which the Faculty Senate must make recommendations will more directly affect the professional status and academic freedom of the faculty, because few matters are of more central concern to a professional group than the manner in which it adds new temporary and permanent members and the maintenance of its authority to judge professional qualification in the context of the requirement for professional services.

For the Committee Majority:



William B. Griffith, Chairman
Professional Ethics and Academic
Freedom Committee

Members of the Committee

Joseph Aschheim, Economics
Paul A. Crafton, Engineering Administration
Joseph V. Foa, CMEE
Michael G. Gallagher, Accounting
Paula Kaiser (Emeritus)
Benjamin Nimer, Political Science
Mark M. Platt, Neurology
Sam Rothman, Engineering Administration
Thomas Jose Silber, Child Health
Chariklia Spiegel, Medicine
James E. Starrs, Law
Walter Stein, Health Care Sciences
Phyllis L. Stewart, Sociology
ex officio:
Calvin D. Linton, Dean, Columbian College
of Arts and Sciences

A RESOLUTION TO ENCOURAGE CONTINUITY IN COMMITTEE MEMBERSHIP (80/2)

WHEREAS, the freedom of faculty members to select each year the standing committee to which they wish to be elected ought to be preserved; but

WHEREAS, this freedom often results in a large turnover in committee membership, leaving some committees heavily composed of persons unfamiliar with the functions and ongoing business of such committees; and

WHEREAS, the Senate's business will be expedited by standing committees whose members have acquired experience in service; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate Bylaws be amended by adding the following sentence at the end of the Bylaws section entitled "Section 11. Standing Committees":

"Although members of standing committees are elected for terms not exceeding one year, it is the sense of the Senate that a greater degree of continuity and consistency in the transaction of committee business will be assured if elected members consider it an obligation to stand for re-election to the same committee at least once."

Executive Committee of the Faculty Senate
February 22, 1980

A RESOLUTION TO REQUIRE STANDING COMMITTEES TO MEET AT LEAST ONCE
EARLY DURING EACH SENATE SESSION (80/3)

WHEREAS, some standing committees meet only when issues arise that
fall within their jurisdiction; and

WHEREAS, such issues may not arise during the course of the Senate
Session; but

WHEREAS, it behooves each standing committee periodically to examine
its own area of jurisdiction and to consider ways in which it
might become more active in fulfilling its charge; now,
therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate Bylaws be amended by adding the
following paragraph at the end of the Bylaws section
entitled "Section 11. Standing Committees":

"All standing committees shall hold at least one
meeting at the beginning of each Senate Session."

Executive Committee of the Faculty Senate
February 22, 1980

A RESOLUTION TO EMPOWER THE FACULTY SENATE TO TERMINATE GRIEVANCE PROCEDURES

WHEREAS, faculty members should have access to a hearing of their grievances by their peers; and

WHEREAS, a procedure to accomplish this is described in "Procedures for the Implementation of the Faculty Code," Section E; but

WHEREAS, this procedure may become long-drawn out and costly in terms of money and of the time of those involved in the hearings; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT

1. If and when the Executive Committee of the Faculty Senate deems that hearings or appeals are being intolerably protracted and costly, it may suspend the hearings or appeals for a period of not more than a month and call upon the parties to present written arguments to it within 10 days as to why the hearings or appeals should not be terminated; and
2. If the Executive Committee concludes that they should be terminated, it shall so recommend to the next regular or to a special session of the Faculty Senate; and
3. If the Senate concurs with the recommendation by a majority of those present and voting, the hearings or the appeals shall be terminated and the grievant shall have the options of dropping the grievance or of appealing to the Board of Trustees through the President of the University; if such an appeal should fail, any further action will have to be in the civil court; and
4. No oral arguments shall be presented to the Executive Committee by the parties or their advocates except that members of the Executive Committee and members of the Senate may present any arguments they wish; and
5. The Senate may set limits to the time allowed a member to debate the possible termination of a grievance procedure.

Professor Reuben E. Wood
Chairman, Executive Committee
February 22, 1980

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

February 20, 1980

Committee on Student Financial Aid
of the Faculty Senate

Annual Report 1979-80

The major effort of the Committee on Student Financial Aid was the review of the Board of Trustees Scholarship program and the possibility of awarding a percentage of these funds to above-average students, with financial need, who do not meet the scholarship requirements. A resolution establishing a University Award for these students was presented to and adopted by the Faculty Senate on February 8 as Senate Resolution 79/9.

The Committee also considered the eligibility of College of General Studies students to receive financial aid. The consensus of the Committee was that these students would be eligible to apply for assistance if they met the criteria established for all applicants, that is, the intent to enroll full-time in a degree-granting division of the University.

In keeping with one of its primary functions, that of reviewing policies governing the distribution of financial aid funds, the Committee has been responsive to the needs of the Office of Student Financial Aid.

Respectfully Submitted,

Raymond R. Fox

Raymond R. Fox
Chairman

Committee members: A. Hollinshead, G. Huve, A. Kirsch, R. Vincent,
J.F. Wright
ex-officio: M. Heartfield, G. Stoner, V. Baker

GEORGE WASHINGTON UNIVERSITY

Faculty Senate--1979-1980 Session

Annual Report of the University and Urban Affairs Committee

During the 1979-1980 Session of the Faculty Senate, the Committee on University and Urban Affairs met four times to consider the following matters.

- a. The gradual disappearance of retail stores in and around the campus area.
- b. The University's impact on the local community, particularly as it pertains to the educational, cultural and related activities of the immediate neighborhood.

In order to obtain first-hand information on these issues and properly orient its activities, the Committee met with Vice President and Treasurer Diehl and Assistant Treasurer Dickman. Information was provided in the context of the Master Plan and the efforts and activities of the University to benefit the local community. Vice President Diehl emphasized the need of faculty input as to the type of retail stores most desirable around the campus area. In order to benefit from a broad spectrum of viewpoints, a questionnaire was prepared and circulated to faculty members within the University to learn their opinion on the desirability of retail stores in and around the campus area, and on types of stores preferred. A total of 159 responses were received with 90% of the faculty expressing the view that retail stores are of prime or moderate significance as far as meeting the needs of the University community is concerned. The results of the survey were published in the Monday Report and the Hatchet. In summary, among the most desirable types of stores indicated by the faculty were inexpensive restaurants, drugstores, taverns, indoor and outdoor coffee shops, pizza parlors, cafe's, delicatessens, carry-out food stores, grocery stores and clothing stores.

The Committee also considered the resolution for the establishment of a "Building 13 Advisory Council" which was originated by the Joint Committee of Faculty and Students. The Committee endorsed the resolution which was then introduced to the Faculty Senate during the February 8, 1980 meeting. It was also recommended by the Committee that one of the three faculty members to be nominated by the Senate for the Council positions be elected from amongst the members of the Committee.

Respectfully submitted,

Theodore G. Toridis

Theodore G. Toridis

Committee Members

Gillette, Howard F.

Henig, Jeffrey R.

Ludlow, Gregory

Marsh, Fran

Nashman, Honey W.

Sinick, Daniel

Toridis, Theodore G. (Chairman)

EXECUTIVE COMMITTEE OF THE FACULTY SENATE
ANNUAL REPORT

1. The Executive Committee arranged the agenda for nine meetings of the Faculty Senate during the 1979-80 session.
2. During the summer of 1979 the President of the University asked the Executive Committee for advice as to whether or not G.W.U. should participate in an amicus curiae brief in the National Labor Relation Board v. Yeshiva University, an appeal to be heard by the U.S. Supreme court. Acting in behalf of the Senate, the Executive Committee gave advice to the President to participate on the side of Yeshiva. This action turned out to be probably the most controversial action of the Executive Committee during the 1979-80 session.
3. The Executive Committee, together with the previous Executive Committee, nominated chairmen and members of the Senate's standing committees. It also made recommendations concerning the appointment of members of administrative committees.
4. The Executive Committee and its Chairman played their proper roles in at least four faculty grievance procedures.
5. Attached is a table of Senate Resolutions introduced during the 1979-80 session.

The Executive Committee thanks all those who have served on committees. We are especially grateful to those members of Grievance Committee who put in many hours and investing, in some cases, much nervous energy in hearing the grievances.

The Chairman thanks those who served with him on the Executive Committee: President Elliott, Gilbert Ginsburg, Howard Pierpont, Fred Amling and Peter Hill.

Reuben E. Wood
Reuben E. Wood
Chairman

REW/sts

RESOLUTIONS 79-80 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
79/1	3/9/79	A Resolution to Modify the Board of Trustees Honor Scholarship Program	Adopted, as amended	Approved by the Board of Trustees-3/15/79
79/2	4/13/79	A Resolution to Establish the Rank of University Professor	Adopted, as amended	Adopted by the Board of Trustees-1/17/80
79/3	5/4/79	A Resolution Concerning Renewability of Appointments of Full-Time Non-Tenure-Track Faculty Members	Withdrawn	Resolution 79/3 withdrawn for referral to a later date.
79/4	10/12/79	A Resolution to Amend the Faculty Code as to Grievance Procedure	Adopted, as amended	Approved, as amended, by the Board of Trustees-10/18/79; adopted, as amended, by the Board of Trustees-1/17/80
79/5	11/9/79	A Resolution to Change the Cr/MCr Grading Symbol	Adopted	
79/6	12/14/79	A Resolution to Amend the Faculty Organization Plan to Provide for Replacing Members or the Chairman of the Executive Committee When Necessary	Adopted, as amended	Adopted by the Faculty Assembly-1/22/80
79/7	12/14/79	A Resolution to Abolish the Procedure for Establishing Every Four Years a Special Committee to Review the Faculty Organization Plan and to Propose Any Desirable Amendments Thereto	Adopted, as amended	Adopted by the Faculty Assembly-1/22/80
79/8	1/18/80	A Resolution Concerning the Decision to Join the <u>Yeshiva</u> Brief	Adopted	Approved by the President-1/18/80
79/9	2/8/80	A Resolution to Establish University Awards	Adopted	

FACULTY SENATE RESOLUTIONS
1980-81 SESSION

RESOLUTIONS 1980-81 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
80/1	3/14/80	A Resolution Concerning Limitation of Non-Tenure-Accruing Appointments	Adopted, as amended	Approved by the President (3/13/81). <i>approved May 21, 1981 by Bd. & Trustees</i>
80/2	3/14/80	A Resolution to Encourage Continuity in Committee Membership	Adopted	Approved by the President.
80/3	3/14/80	A Resolution to Require Standing Committees to Meet at Least Once Early During Each Senate Session	Adopted	Approved by the President.
80/4	3/14/80	A Resolution of Appreciation for Professor Reuben E. Wood	Adopted by Acclamation	Approved by the President.
80/5	3/14/80	A Resolution to Establish an Appropriate Social Occasion for Honoring Faculty Members Achieving Faculty Emeriti and Twenty-Five Years Service Status	Adopted	Approved by the President.
80/6	4/11/80	A Resolution to Clarify the Procedures and Vote Requirements Necessary to Consider Matters not on the Agenda at Regular Meetings of the Faculty Senate	Adopted	Approved by the President.
80/7	5/2/80	A Resolution to Amend the University Policy on Academic Dishonesty	Recommitted	With instructions to the Joint Committee to consult with the Committee on the Judicial System and the deans of the schools.
80/8	5/2/80	A Resolution of Support for the AIAW in the Matter of Governance of Championships in Women's Athletics	Adopted	Approved by the President.
80/9	5/2/80	A Resolution of Appreciation for Twenty-Five Years of Service by Robert Faris, Director of Men's Athletics and Director of the Smith Center	Adopted	Approved by the President.

-continued next page-

RESOLUTIONS 1980-81 SESSION

2.

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
80/10	9/12/80	A Resolution Pertaining to the Enrollment of Undergraduate Students in Courses Other Than Those Offered By the School or College in Which They are Registered	Adopted	Approved by the President (3/13/81).
80/11	9/12/80	A Resolution to Designate September as a Regular Meeting Time of the Faculty Senate	Adopted	Approved by the President.
80/12	10/10/80	A Resolution Supporting the Establishment of an Examination File	Adopted	Approved by the President.
80/13	10/10/80	A Resolution Recommending Real Merit Increases in the Salaries of Deserving Faculty	Adopted	Written response to be made by the President.
80/14	11/14/80	A Resolution to Re-Establish May 1 as the Beginning/Ending Date of Senate Sessions and of the Terms of Senate Members	Adopted	Adopted by the Faculty Assembly January 21, 1981. Approved by the President (3/13/81).
80/15	12/12/80	A Resolution Supporting Current Plans by the University for the Development of the Red Lion Row	Referred Revision adopted 2/13/81	Referred to Physical Facilities Committee for reintroduction at February Senate meeting. Resolution 80/15, as revised, reintroduced February 13, 1981. Approved by the President (3/13/81).
80/16	12/12/80	A Resolution to Amend the Faculty Organization Plan to Conform to a Constitutional Change in the School of Medicine and Health Sciences	Adopted	Adopted by the Faculty Assembly January 21, 1981. Approved by the President (3/13/81).
80/17	12/12/80	A Resolution to Amend the Student Grievance Procedures of the "Guide to Student Rights and Responsibilities"	Adopted, as amended	Approved by the President (3/13/81).

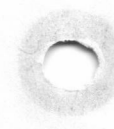
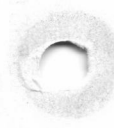
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RESOLUTIONS 1980-81 SESSION

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80/12	10/10/80	A Resolution Supporting the Establishment of an Examination File	Adopted	Approved by the President.
80/13	10/10/80	A Resolution Recommending Real Merit Increases in the Salaries of Deserving Faculty	Adopted	Written response to be made by the President. (Res. 80/13 not approved.)
80/14	11/14/80	A Resolution to Re-Establish May 1 as the Beginning/Ending Date of Senate Sessions and of the Terms of Senate Members	Adopted	Adopted by the Faculty Assembly January 21, 1981. Approved by the President (3/13/81).
80/15	12/12/80	A Resolution Supporting Current Plans by the University for the Development of the Red Lion Row	Referred Revision adopted 2/13/81	Referred to Physical Facilities Committee for reintroduction at February Senate meeting. Resolution 80/15, as revised, reintroduced February 13, 1981. Approved by the President (3/13/81).
80/16	12/12/80	A Resolution to Amend the Faculty Organization Plan to Conform to a Constitutional Change in the School of Medicine and Health Sciences	Adopted	Adopted by the Faculty Assembly January 21, 1981. Approved by the President (3/13/81).
80/17	12/12/80	A Resolution to Amend the Student Grievance Procedures of the "Guide to Student Rights and Responsibilities"	Adopted, as amended	Approved by the President (3/13/81).

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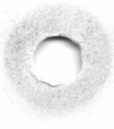
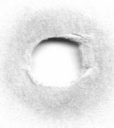
RESOLUTIONS 1980-81 SESSION

3.

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
80/18	12/12/80	A Resolution to amend further the Student Grievance Procedures of the "Guide to Student Rights and Responsibilities"	Adopted, as amended	Approved by the President (3/13/81).
80/19	12/12/80	A Resolution on Tuition Benefits	Returned Revision adopted 2/13/81	Returned to ASPP Committee for clarification for reintroduction at the February Senate meeting. Resolution 80/19, as revised, reintroduced February 13, 1981. Held for Board of Trustees' action.
80/20	1/16/81	A Resolution of Appreciation to the Gelman Family	Adopted	Approved by the President. <i>approved by the Bd. 5/21/81.</i>
80/21	1/16/81	A Resolution to Amend the Faculty Code with Respect to Non-Tenure-Accruing Appointments	Defeated	
80/22	1/16/81	A Resolution to Amend the Procedures for Implementation of the Faculty Code	Withdrawn Adopted 2/13/81	Reintroduced February 13, 1981. Held for Faculty Assembly action on September 9, 1981. <i>Adopted 9/9/81 by Faculty</i> <i>approved by Bd of Trustees 5/20/82 Assembly</i>
80/23	2/13/81	A Resolution Addressed to the Finance ^{APPROPRIATE} Committees of the United States Senate Asking That Committee ^{CONGRESS} to Exempt ^{BE EXEMPTED} Book Publishers from the Application of the Supreme Court Ruling in the Case of the Thor Power Tool Company	Adopted, as amended	Approved by the President (3/13/81).

10/11/11

10/11/11



A RESOLUTION CONCERNING LIMITATION OF NON-TENURE-ACCRUING APPOINTMENTS (80/1)

WHEREAS, The institution of tenure is the chief protection of the academic freedom of faculty members both individually and collectively, and

WHEREAS, the changes made to the Faculty Code by the Board of Trustees on July 20, 1979 created an unlimited category of faculty who are neither tenured nor eligible to receive tenure, who thus may be dismissed at the sole discretion of the University at the end of any contractual period regardless of quality of performance or length of service, and

WHEREAS, to the extent that a faculty is composed of members who are deprived of institutional protections of academic freedom, to that extent the academic freedom of that faculty as a whole is eroded; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

The category of regular, active status faculty appointments which do not accrue tenure be limited to a definite proportion of the faculty of each school or college, by adding the following words to the Faculty Code as revised by the Board of Trustees on July 20, 1979:

To Section I.B.1, after the second sentence, add the following sentence:

"However, the proportion of regular active status faculty serving in non-tenure-accruing appointments shall not exceed 25% ~~of the full-time appointments~~ in any college or school, nor shall any department have fewer than 50% of its ~~full-time appointments~~ ^{regular active status faculty appointments} either tenured or tenure-accruing." The foregoing shall not apply to the Medical Center faculty who are stationed at affiliated institutions, nor to the faculty of the National Law Center.

Committee on Professional Ethics and Academic Freedom
February 7, 1980

Adopted, as amended, March 14, 1980

The following is a summary of the information received from the Bureau of Consumers' Complaints of New York regarding the above-captioned matter.

The Bureau of Consumers' Complaints of New York has received information from the Bureau of Consumers' Complaints of New York regarding the above-captioned matter. The Bureau of Consumers' Complaints of New York has received information from the Bureau of Consumers' Complaints of New York regarding the above-captioned matter.

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IT IS THE POLICY OF THE BUREAU OF CONSUMERS' COMPLAINTS OF NEW YORK TO ASSIST CONSUMERS IN THE PROTECTION OF THEIR INTERESTS.

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A RESOLUTION TO ENCOURAGE CONTINUITY IN COMMITTEE MEMBERSHIP (80/2)

WHEREAS, the freedom of faculty members to select each year the standing committee to which they wish to be elected ought to be preserved; but

WHEREAS, this freedom often results in a large turnover in committee membership, leaving some committees heavily composed of persons unfamiliar with the functions and ongoing business of such committees; and

WHEREAS, the Senate's business will be expedited by standing committees whose members have acquired experience in service; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate Bylaws be amended by adding the following sentence at the end of the Bylaws section entitled "Section 11. Standing Committees":

"Although members of standing committees are elected for terms not exceeding one year, it is the sense of the Senate that a greater degree of continuity and consistency in the transaction of committee business will be assured if elected members consider it an obligation to stand for re-election to the same committee at least once."

Executive Committee of the Faculty Senate
February 22, 1980

Adopted March 14, 1980

RESOLUTION TO ENCOURAGE CONTINUITY IN COMMITTEE MEMBERSHIP

Whereas the function of the committee is to select and elect the members of the committee to which it is assigned, and

Whereas, it is the policy of the committee to select and elect the members of the committee to which it is assigned, and

Whereas, the committee has the honor to be elected to the committee to which it is assigned, and

It is the policy of the committee to select and elect the members of the committee to which it is assigned, and

That the committee has the honor to be elected to the committee to which it is assigned, and

It is the policy of the committee to select and elect the members of the committee to which it is assigned, and

Respectfully Submitted,
Secretary

Adopted March 14, 1930

A RESOLUTION TO REQUIRE STANDING COMMITTEES TO MEET AT LEAST ONCE
EARLY DURING EACH SENATE SESSION (80/3)

WHEREAS, some standing committees meet only when issues arise that
fall within their jurisdiction; and

WHEREAS, such issues may not arise during the course of the Senate
Session; but

WHEREAS, it behooves each standing committee periodically to examine
its own area of jurisdiction and to consider ways in which it
might become more active in fulfilling its charge; now,
therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate Bylaws be amended by adding the
following paragraph at the end of the Bylaws section
entitled "Section 11. Standing Committees":

"All standing committees shall hold at least one
meeting at the beginning of each Senate Session."

Executive Committee of the Faculty Senate
February 22, 1980

Adopted March 14, 1980

THE SECRETARY OF THE ARMY
WASHINGTON, D. C. 20315

TO: THE SECRETARY OF THE ARMY
FROM: THE SECRETARY OF THE ARMY

SUBJECT: THE SECRETARY OF THE ARMY
REFERENCE: THE SECRETARY OF THE ARMY

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A RESOLUTION OF APPRECIATION FOR PROFESSOR REUBEN E. WOOD (80/4)

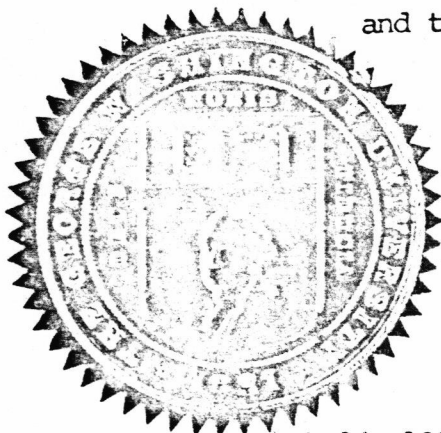
WHEREAS, Professor Reuben E. Wood has served as a member of the Senate for 16 years, and as Chairman of its Executive Committee for a total of more than 5 years; and

WHEREAS, his services have contributed significantly to the strengthening of relations between the Faculty and the Administration and to the improvement of The George Washington University; and

WHEREAS, his colleagues on the Senate wish to express their gratitude and affection, NOW, THEREFORE


BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the University Senate does, indeed, express its deep appreciation to Reuben E. Wood for his conscientious and tireless services on behalf of all the Faculty.



March 14, 1980

Adopted by acclamation March 14, 1980


Lloyd H. Elliott
President

A RESOLUTION TO ESTABLISH AN APPROPRIATE
SOCIAL OCCASION FOR HONORING FACULTY MEMBERS
ACHIEVING FACULTY EMERITI AND TWENTY-FIVE
YEARS SERVICE STATUS (80/5)

WHEREAS, The Alumni Association is this year discontinuing its practise of acknowledging with festive social events and service awards those members of the faculty achieving the status of Faculty Emeriti or twenty-five years service at this university; and

WHEREAS, it would be lamentable to permit this desirable tradition to lapse; and

WHEREAS, it is entirely appropriate for the faculty to undertake similar measures for honoring its deserving own; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That a dinner, including appropriate ceremonies, to which all university faculty would be invited, be held Saturday night, May 3rd, just prior to the President's Reception for graduates and their families; and
2. That the honorees be the guests of the university.

The Public Ceremonies Committee
March 14, 1980

Adopted March 14, 1980

A RESOLUTION TO CLARIFY THE PROCEDURES AND VOTE REQUIREMENTS
NECESSARY TO CONSIDER MATTERS NOT ON THE AGENDA AT REGULAR
MEETINGS OF THE FACULTY SENATE (80/6)

WHEREAS, Article III, Section 4(c) of the Faculty Organization Plan provides in part: "If, at any regular meeting, any item of business is deemed sufficiently urgent by the majority of the faculty members of the Senate, or by two-thirds of the faculty members present and voting, whichever is the greater, action may be taken with regard thereto by the Senate at such meeting without its previous inclusion in the agenda"; and

WHEREAS, Section 9(a) of the Bylaws of the Faculty Senate provides: "If at a regular meeting a Resolution is put in the hands of all the members in writing, one copy to each member, it may be taken up under a suspension of the rules of order if three-fourths of the elected members so vote, or upon the unanimous vote of any lesser number of members present"; and

WHEREAS, these two provisions are conflicting and create uncertainty over the proper procedures and voting requirements necessary to consider matters not on the agenda at regular meetings of the Faculty Senate; and

WHEREAS, a proper balance should be struck between flexibility to meet emergency needs and the notice function of an advanced agenda; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the conflict between Article III, Section 4(c) of the Faculty Organization Plan and Section 9(a) of the Bylaws of the Faculty Senate be resolved by amending the Bylaws of the Faculty Senate as follows:

1. Delete the last sentence of Section 2(b).
2. Delete all of Section 9 and renumber the remaining sections as Sections 9 and 10.
3. Add the following underlined language to Section 2:

Section 2 . . .

(d) The Agenda for a regular meeting shall be accompanied by copies of reported Resolutions scheduled for debate, including those which originate in Committees and have not theretofore been introduced, and copies of Committee Reports submitted with Resolutions. If, at any regular meeting, any item of business is deemed sufficiently urgent by a majority of the faculty members of the Senate, or by two-thirds of the faculty members present and voting, whichever is the greater, action may be taken with regard thereto by the Senate at such meeting without its previous inclusion in the Agenda.

(e) The Agenda for a special meeting shall be prepared by the

Executive Committee and may be incorporated in the call for the meeting. The minutes of the special meeting shall be approved at the next regular meeting. No Resolution, nor any item of business, not on the Agenda for the special meeting shall be considered by the Senate.

Executive Committee of the Faculty Senate
March 28, 1980

Adopted April 11, 1980

A RESOLUTION TO AMEND THE UNIVERSITY POLICY ON ACADEMIC DISHONESTY (80/7)

WHEREAS, the University Policy on Academic Dishonesty has now been in effect for three years and,

WHEREAS, experience with the Policy indicates a need for adjustments to accomplish the following objectives:

1. enlarge the sanctions appropriate to the offenses;
2. increase safeguards to alleged offenders, faculty and administration following these procedures;
3. increase efficiency with which the policy is implemented;

BE IT RESOLVED THAT THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY APPROVES THE ACADEMIC DISHONESTY POLICY AS AMENDED.

Joint Committee of Faculty and Students
April 4, 1980

Referred by the Faculty Senate, April 11, 1980, to the Executive Committee for inclusion on the agenda for the May 2, 1980, Faculty Senate meeting.

Recommitted, May 2, 1980, with instructions to consult with the Committee on the Judicial System and the deans of the schools.

A MEMORANDUM TO ASSIST THE UNIVERSITY POLICE OF ALABAMA

MEMORANDUM, the University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

1. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

2. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

3. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

4. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

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7. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

8. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

9. The University Police of Alabama, Highway 1, 1960, now being in effect for the year 1960.

THE GEORGE WASHINGTON UNIVERSITY
UNIVERSITY POLICY ON ACADEMIC DISHONESTY

Spring, 1980

The University community in order to fulfill its purposes must establish and maintain guidelines of academic behavior. Although all members of the community are expected to exhibit honesty and competence in their academic work, incoming students to all colleges and divisions have a special responsibility to acquaint themselves with, and make use of, all proper procedures for doing research, writing papers and taking examinations.

To insure that such procedures are known, instructors of basic survey courses must provide their students with information sheets setting forth those procedures and giving examples of plagiarism and other acts of academic dishonesty.

Members of the community will, thereafter, be presumed to be familiar with the proper academic procedures and held responsible for applying them. Deliberate failure to act in accordance with such procedures will be considered academic dishonesty. Failure to observe these procedures by reason of ignorance or inadvertence constitutes academic incompetence. Faculty members must decide whether a student's noncompliance is an act of dishonesty or an act of incompetence. Although incompetence may be dealt with in the normal evaluative manner, acts of academic dishonesty are a legal, moral, and intellectual offense against the community and cannot be tolerated.

All members of the community, students and faculty members alike, have a responsibility to prevent acts of academic dishonesty, or, if they have occurred, to note and act upon them and to keep them from recurring. Some examples of academically dishonest behavior include:

1. Plagiarism.
2. Copying from another student's examination.
3. Submitting work that was prepared in advance for an in-class examination.
4. Representing purchased material as one's own work.

The remainder of this statement aims SOLELY at informing students of their rights and responsibilities with respect to academic dishonesty. The procedures outlined below apply to cases of academic dishonesty only, and not to cases of academic incompetence.

Procedures

When faculty members discover or have brought to their attention instances of apparent academic dishonesty, they must, within fifteen (15) days of the discovery (or of being informed of the apparent alleged act), upon consultation with their departmental chairperson, act to invoke against the alleged offender one or more of the following sanctions:

- (a) A zero for the work product.
- (b) A grade of "F-Academic Dishonesty" for the course or other academic requirement, the notation, "Academic Dishonesty", to be expunged two years after the imposition of the penalty, or upon graduation, whichever occurs first.
- (c) A grade of "F-Academic Dishonesty" for the course or other academic requirement, with the notation remaining on the permanent record.
- (d) Suspension of the student from the University for a specified period.
- (e) Expulsion of the student from the University with the notation of "Academic Dishonesty."

A record of the academic dishonesty offense or offenses shall be kept in the office of the Dean in the school or division in which the student is registered. Earlier offenses may be considered in establishing sanctions, but not in establishing guilt.

In all cases where a faculty member imposes, or seeks to impose one or more of the aforementioned sanctions, he must present the student with a completed copy of the attached form, entitled "Charge of Academic Dishonesty," in which he sets forth the nature of the charge(s) and the nature of the sanction(s).

The faculty member shall also send a copy of this form to the Dean of the school in which the student is registered. The case shall be adjudicated in that school.

The faculty member shall also inform the student of the availability at the Dean's Office of copies of this "Statement of University Policy on Academic Dishonesty" and of the "Statement of Student Rights and Responsibilities."

- (1) If the student and the Dean agree that the charge is accurate, and that the sanction sought by the faculty member is appropriate, the fact of this agreement shall be noted by the signatures of the student and the Dean on the copy of the charge form. The form shall be deposited with the Dean, and the sanction shall be imposed.

Procedures

When faculty members discover an accident or a situation which may lead to an accident, they should immediately report the situation to the appropriate authority. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(a) A report for the accident.

(b) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(c) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(d) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(e) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(f) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(g) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(h) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(i) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

(j) A report for the accident. The report should include the date, time, location, and a description of the situation. The report should also include the names of the persons involved and any witnesses. The report should be filed in the appropriate file.

- (2) If the student or the Dean believes that the charge is not accurate or the sanction is not appropriate, he/she may appeal to the school's Academic Dishonesty Appeals Committee which shall hear the charge and decide the issue. Appeals must be submitted within fifteen (15) days of receipt of the charge (exclusive of weekends and holidays). The student may appeal the decision of the school Academic Dishonesty Appeals Committee to the Student-Faculty Committee on Appeals. Appeals must be made in writing within fifteen (15) days (exclusive of weekends and holidays) of receipt of the school Academic Dishonesty Appeals Committee decision. Appeals to the Student Faculty Committee on Appeals and all subsequent appeals are to be conducted in accordance with the University's "Judicial Document."

Each school Academic Dishonesty Appeals Committee shall consist of three (3) faculty members from the school appointed by the Dean of the school and three (3) students from the school appointed by the elected student government of the school. In the event that a school does not have an elected student government, the University Student Association shall appoint the student members. Each school Academic Dishonesty Appeals Committee shall elect its own presiding officer. In the event that the student body is unable to appoint available students in a timely manner they shall be appointed by the Dean.

Safeguards During Procedure

The student shall be accorded those standards of fairness and rights outlined in Section V.B. of the Statement of Student Rights and Responsibilities.

Should the student be found innocent of the charges, all records of the charges (and the proceedings) shall be destroyed.

Should appeal procedures not be completed before the "due date" for the semester grades, the faculty member shall record the grade of "I" for the student until the charges have been finally adjudicated. For other academic requirements (e.g. theses, comprehensive examinations, etc.), no sanctions shall go into effect until the completion of all appeals that are to be undertaken.

Supplemental Guidelines

All departmental chairpersons are held responsible for their faculty members' knowledge of and application of the foregoing statement. Chairpersons are also required to develop and to publicize to their students and faculty a set of departmental guidelines for academic competence and honesty appropriate to their discipline. Different schools and divisions are also free to develop supplemental guidelines in conformity with this University policy.

Amendments to this policy shall be subject to the approval of the Joint Committee of Faculty and Students, the University Student Association, the Faculty Senate, and the President of the University.

THE GEORGE WASHINGTON UNIVERSITY

CHARGE OF ACADEMIC DISHONESTY

DATE: _____

TO: _____
(name of student)You are charged with _____
(type of academic dishonesty)

for the work product entitled _____

date work was submitted _____

for the following class _____
(title of class--department and course number)

Sanction: _____

Witnesses (if any) : _____

_____Attached to this complaint is: The George Washington University Policy on Academic Dishonesty, and the Statement of Student Rights and Responsibilities.

It is urged that you read and become familiar with these documents. If you wish clarification of the procedures for handling this charge, see your Dean.

You have the option of appealing the charges or waiving that right. If you waive your right to appeal you will be assumed to be guilty and you may accept the sanction invoked. If you choose to appeal and desire an advisor, you may provide your own or you may ask the Executive Secretary to the Judicial System to provide you one. If you choose to appeal, you may consult an advisor and plan your defense.

A copy of this complaint will be filed with the Dean of the School in which you are registered.

Signed _____
(Professor)I have been provided with a copy of the Academic Dishonesty Policy and the Statement of Student Rights and Responsibilities._____
Date_____
Student's SignatureI have read this complaint, the Academic Dishonesty Policy, and the Statement of Student Rights and Responsibilities, and I waive my right to an appeal of this charge._____
Date_____
Student's Signature

THE UNIVERSITY OF MICHIGAN

COLLEGE OF ACADEMIC DISCIPLINE

DATE

TO

(Name of student)

You are charged with

(Type of act or offense)

and the following charges

as follows:

The following charges

are hereby charged against you:

Section

Article (if any)

As a result of this complaint, the University of Michigan has determined that you are in violation of the Student Rights and Responsibilities Code. You are hereby charged with the following offenses:

1. You are charged with the violation of the Student Rights and Responsibilities Code, Section 1, Article 1, which states that all students must adhere to the highest standards of academic integrity.

2. You are charged with the violation of the Student Rights and Responsibilities Code, Section 2, Article 2, which states that all students must adhere to the highest standards of conduct on campus.

3. You are charged with the violation of the Student Rights and Responsibilities Code, Section 3, Article 3, which states that all students must adhere to the highest standards of respect for the rights of others.

Signed

I have been informed with a copy of the Student Rights and Responsibilities Code and the charges against me.

Signature of Student

Date

I have read this complaint and the charges against me. I understand the charges and the consequences of my actions.

Signature of Student

Date

A RESOLUTION OF SUPPORT FOR THE AIAW IN THE MATTER OF GOVERNANCE
OF CHAMPIONSHIPS IN WOMEN'S ATHLETICS (80/8)

WHEREAS, the movement for independence and full-participation by women in athletics has led to substantial progress as seen in the program at The George Washington University and the achievements of the Association for Inter-collegiate Athletics for Women (AIAW); and

WHEREAS, the AIAW has fostered the rights of women athletes and directors to develop their goals for athletic programs; and

WHEREAS, current developments in the governance of championships for women's sports may affect the viability of this organization; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That The George Washington University reaffirm its support for the principles and programs of the AIAW both on this campus and in intercollegiate competitions; and
2. That the University take a leadership role in encouraging support of the AIAW in other colleges and organizations exercising governance over intercollegiate sports.

Athletics Committee
April 18, 1980

Adopted May 2, 1980

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NATIONAL ASSOCIATION OF
OF CHARTERED ACCOUNTANTS (N.A.A.C.A.)

WHEREAS the National Association of Chartered Accountants (N.A.A.C.A.) is a non-profit organization incorporated under the laws of the State of New York, and has as its purpose the promotion of the public interest in the accounting profession, and the advancement of the accounting profession in the United States;

WHEREAS the N.A.A.C.A. has adopted the policy of supporting the development of the accounting profession in the United States, and the advancement of the accounting profession in the United States;

WHEREAS the N.A.A.C.A. has adopted the policy of supporting the development of the accounting profession in the United States, and the advancement of the accounting profession in the United States;

IT IS HEREBY RESOLVED THAT the N.A.A.C.A. shall support the development of the accounting profession in the United States, and the advancement of the accounting profession in the United States;

1. That the N.A.A.C.A. shall support the development of the accounting profession in the United States, and the advancement of the accounting profession in the United States;

2. That the N.A.A.C.A. shall support the development of the accounting profession in the United States, and the advancement of the accounting profession in the United States;

3. That the N.A.A.C.A. shall support the development of the accounting profession in the United States, and the advancement of the accounting profession in the United States;

IN WITNESS WHEREOF, the Board of Directors of the National Association of Chartered Accountants (N.A.A.C.A.) has caused this Resolution to be signed and attested by its Secretary, this 1st day of May, 1980.

1. Signed May 1, 1980

Resolution of Appreciation for Twenty-Five years of Service
by Robert Faris, Director of Men's Athletics and
Director of the Smith Center (80/9)

Robert Faris' contribution to the athletic program of The George Washington University spans four decades. He was the first All-American basketball player in the school's history, being named to Chuck Taylor's All-American team in 1938-39, when he averaged more than 12 points a game. He was a rare triple-sport player, starring in basketball, football, and tennis.

Later, as athletic director, his Colonial teams chalked up nineteen Southern Conference Championships and one post-season football victory in the Sun Bowl in 1957. The University has played in NCAA championship playoffs in basketball, baseball, and soccer. He coached the golf team for eighteen years, posting a record of 106-90 and winning three Southern Conference championships. Strong programs have now begun in wrestling, swimming, crew, and soccer.

He has guided the development of sports from the glories of the tin-tabernacle days to the important new Smith Center program. After the withdrawal of George Washington University from the Southern Conference, he led to broader competitions throughout the Eastern seaboard, including membership in the East Coast Athletic Conference and the Eastern Eight.

Bob Faris deservedly belongs in the GW Athletic Hall of Fame. The Faculty Senate applauds his leadership in sports, not only here but in the Eastern Eight and NCAA as well. We salute him on the twenty-fifth anniversary of his service on the staff and honor him for his example and support in striving for the goal of any university: a sound mind in a sound body.

May 20, 1980

Adopted May 2, 1980

Seal

Lloyd H. Elliott
Lloyd H. Elliott
President

Director of the State Center (20%)

Director of the State Center (20%)

Director of the State Center (20%)

Director of the State Center (20%)

Director of the State Center (20%)

Director of the State Center (20%)

Director of the State Center (20%)

Director of the State Center (20%)

A RESOLUTION PERTAINING TO THE ENROLLMENT OF UNDERGRADUATE STUDENTS IN COURSES
OTHER THAN THOSE OFFERED BY THE SCHOOL OR COLLEGE IN WHICH THEY ARE REGISTERED (80/10)

WHEREAS, the Joint Committee of Faculty and Students has proposed a modification of restrictions on the number of semester hours that undergraduate students may take for credit toward graduation in Schools or Colleges of this University other than the one in which they are enrolled; and

WHEREAS, a number of Schools and Colleges within the University have restrictions in the form of curriculum requirements which prevent undergraduate students from enrolling in other divisions for elective credit; and

WHEREAS, undergraduate students might benefit from increased opportunities to broaden their educational experiences at The George Washington University; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That it recommend to the faculty of Columbian College

1. That, as part of the curriculum review process presently being undertaken within Columbian College, the policy of limiting to twelve the number of undergraduate credits taken in other Schools of The George Washington University and counted toward the degree requirements be re-examined with the intent of determining whether such a specific limitation (rather than some other criterion, such as a list of acceptable professional courses) is appropriate to the present educational trends and academic goals of the Liberal Arts curriculum; and
2. That, while the review process is taking place, petitions by students requesting additional credits in excess of the twelve currently permitted, be given more favorable consideration based on the merits of the individual requests.

BE IT FURTHER RESOLVED BY THE FACULTY SENATE

That it recommend to the faculties of the School of Government and Business Administration, Education and Human Development, Public and International Affairs, and other professional schools

1. That they examine their course requirements, with the intention of determining whether the number of elective courses that undergraduate students may take in schools other than the one in which they are registered might be increased.

Educational Policy Committee
April 25, 1980

Adopted September 12, 1980

The first part of the report deals with the work done during the year 1932. It is divided into two main sections: the first section deals with the work done during the first half of the year, and the second section deals with the work done during the second half of the year.

The second part of the report deals with the work done during the year 1933. It is divided into two main sections: the first section deals with the work done during the first half of the year, and the second section deals with the work done during the second half of the year.

The third part of the report deals with the work done during the year 1934. It is divided into two main sections: the first section deals with the work done during the first half of the year, and the second section deals with the work done during the second half of the year.

The fourth part of the report deals with the work done during the year 1935. It is divided into two main sections: the first section deals with the work done during the first half of the year, and the second section deals with the work done during the second half of the year.

The fifth part of the report deals with the work done during the year 1936. It is divided into two main sections: the first section deals with the work done during the first half of the year, and the second section deals with the work done during the second half of the year.

The sixth part of the report deals with the work done during the year 1937. It is divided into two main sections: the first section deals with the work done during the first half of the year, and the second section deals with the work done during the second half of the year.

A RESOLUTION TO DESIGNATE SEPTEMBER AS A REGULAR MEETING TIME OF THE FACULTY SENATE (80/11)

WHEREAS, the Faculty Senate has, for the past eight years, held a "regular meeting" in the month of September, and

WHEREAS, the Bylaws of the Senate omit September from the list of months during which "regular meetings . . . shall be held," now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

Section 1 (a), Meetings and Sessions, Bylaws of the Faculty Senate (Faculty Organization Plan, p. 9) be amended by inserting the word "September" in front of the word "October" in line 2 of that section.

Executive Committee of the Faculty Senate
August 26, 1980

Adopted September 12, 1980

A RESOLUTION TO RECOGNIZE THE 100TH ANNIVERSARY OF THE BIRTH OF MARTIN LUTHER KING, JR.

Whereas, the Faculty of the University of the Pacific, in its capacity as a body of trustees, has the honor to recognize the 100th anniversary of the birth of Martin Luther King, Jr., and

Resolved, that the Faculty of the University of the Pacific, in its capacity as a body of trustees, do hereby adopt the following resolution:

That the Faculty of the University of the Pacific, in its capacity as a body of trustees, do hereby adopt the following resolution:

Resolved, that the Faculty of the University of the Pacific, in its capacity as a body of trustees, do hereby adopt the following resolution:

Passed and adopted by the Faculty of the University of the Pacific, at its meeting held on the 12th day of April, 1968.

Adopted by the Faculty of the University of the Pacific, at its meeting held on the 12th day of April, 1968.

A RESOLUTION SUPPORTING THE ESTABLISHMENT OF AN EXAMINATION FILE (80/12)

WHEREAS, faculty have gnerally cooperated with earli~~r~~ student efforts to establish and maintain a file of past examinations, and

WHEREAS, student leaders (GWUSA) have apparently devised a new system for maintaining such a file against the inroads of pilferage; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That faculty be urged to respond favorably to the Student Association's requests for copies of past examinations for the purpose of maintaining a permanent file.

Executive Committee of the Faculty Senate
September 26, 1980

Adopted October 10, 1980

RESOLUTIONS OF THE BOARD OF DIRECTORS

RESOLUTION NO. 1. The Board of Directors of the Company, at its meeting held on the 15th day of May, 1970, resolved that the Company should acquire additional shares of its common stock.

RESOLUTION NO. 2. The Board of Directors of the Company, at its meeting held on the 15th day of May, 1970, resolved that the Company should acquire additional shares of its common stock.

RESOLUTION NO. 3. The Board of Directors of the Company, at its meeting held on the 15th day of May, 1970, resolved that the Company should acquire additional shares of its common stock.

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RESOLUTION NO. 5. The Board of Directors of the Company, at its meeting held on the 15th day of May, 1970, resolved that the Company should acquire additional shares of its common stock.

RESOLUTION NO. 6. The Board of Directors of the Company, at its meeting held on the 15th day of May, 1970, resolved that the Company should acquire additional shares of its common stock.

A RESOLUTION RECOMMENDING REAL MERIT INCREASES IN THE SALARIES
OF DESERVING FACULTY (80/13)

with accompanying report (attached)

WHEREAS, the Special Senate Committee on Faculty Salary Problems
As They Relate to the Increasing Cost of Living has
made its report, dated September 18, 1980, and that
report has been distributed with the call for the
October meeting of the Faculty Senate; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That this report be forwarded to the University Administration
with the approval of the Faculty Senate, and that the
Administration be asked to make sufficient funds available
for the next academic year to enable the granting of real
merit increases in salary to deserving faculty members.

Executive Committee of the Faculty Senate
September 26, 1980

Adopted October 10, 1980

September 18, 1980

REPORT OF SPECIAL COMMITTEE ON FACULTY SALARY
PROBLEMS AS THEY RELATE TO THE INCREASING COST OF LIVING

TO: Faculty Senate

Introduction

This Committee which was appointed by the Faculty Senate on April 11, 1980 was charged with inquiring "into measures which the University Administration and/or the Faculty might take to narrow the growing disparity between increases in faculty salaries and increases in the cost of living." Initially, the Committee decided to (1) determine the University's policy with respect to salary increases, (2) quantify the rates of salary increases over the past several years and, (3) select appropriate measures of the cost of living increases during this same period of time. The Committee then considered a number of different approaches to the problem of lessening the impact of inflation on faculty standards of living.

Time and budget constraints have dictated that the Committee use existing and readily available data to the greatest extent possible. Thus, not all data are directly comparable. However, the Committee believes that possible inconsistencies are minor and that data used are quite satisfactory. Greater comparability and consistency would involve greatly increased costs with, we believe, no appreciable effect upon our conclusions or recommendations.

Data collected by the Committee are summarized in Tables 1 - 7 which are included as Appendices to this Report. Also included is a brief explanation of the data covered in each table. The Committee expresses its appreciation to William D. Johnson for his assistance in obtaining much of the information contained in these tables.

University Policy

The Committee was informed that the University's present policy for faculty members is to give merit increases only, and not to give cost of living increases. Further, the University administration, in its annual budget guidelines to vice-presidents, deans and department heads, provides for an average rate for salary increases for the entire faculty. Individual increases may be greater or lower, based upon the discretion of the vice-president, dean or department head. President Elliott's October 8, 1979 memorandum dealing with the 1980-1981 budget made the following comments concerning the 8% average increase in faculty salaries provided for in the budget:

"It is recognized that this average salary increase is inadequate to offset the predicted rate of inflation or increase in the Consumer Price Index."

A RESOLUTION RECOMMENDING REAL MERIT INCREASES IN THE SALARIES
OF DESERVING FACULTY (80/13)

WHEREAS, the Special Senate Committee on Faculty Salary Problems
As They Relate to the Increasing Cost of Living has
made its report, dated September 18, 1980, and that
report has been distributed with the call for the
October meeting of the Faculty Senate; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That this report be forwarded to the University Administration
with the approval of the Faculty Senate, and that the
Administration be asked to make sufficient funds available
for the next academic year to enable the granting of real
merit increases in salary to deserving faculty members.

Executive Committee of the Faculty Senate
September 26, 1980

TABLE 7

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

July 12, 1980

To: Senate Ad Hoc Committee on Faculty Salaries

From: Charles Stewart

Subject: Cost of Living indices

Presented below are two CPI (Consumer Price Index) indices and the Urban Family Budget data for the last three years, expressed as percentage changes.

	CONSUMER PRICE INDEX		URBAN FAMILY BUDGET		
	<u>Dec. to Dec.</u>	<u>year to year</u>	<u>higher</u>	<u>intermediate</u>	<u>lower</u>
1976-1977	6.8%	6.5%	6.1%	5.4%	4.4%
1977-1978	9.0	7.7	8.8	8.9	10.2
1978-1979	13.3	11.3	10.6	10.2	9.0

The differences between the consumer price indices and the family budget are as follows:

1. The family budget is for a metropolitan family of specified income. For Fall 1979, this was \$31,187 for the higher budget, \$20,935 for the intermediate budget, and \$12,722 for the lower budget. CPI indices since January 1978 are for all urban consumers; previously they were for urban wage earners and clerical workers.
2. The family budget is more comprehensive than the CPI, including items other than consumption, most important of which are personal taxes and social security contributions.
3. The family budget refers explicitly to cost of living, whereas the CPI refers to current prices. The important difference is in treatment of the costs of home ownership, which to a considerable extent are determined by prices in the year in which the house was bought, and not by current prices. The family budget assumes that homes were bought six years ago, reflecting housing prices and interest rates at that time.

Two consumer price indices are presented, the year to year and the December to December. The year to year, which represents an average over 12 months, is more stable and more meaningful than December to December, with single-month endpoints, subject to all sorts of temporary factors as well as to larger statistical measurement errors. But the last does reflect

TABLE 7 (cont'd)

the most recent trends (through December 1979) better than the year-to-year comparison. By far the largest percentage increases in the past year were the cost of energy and of home ownership.

Three family budgets are presented, with the higher budget more appropriate for professors, less appropriate for assistant professors. Note that percentage changes were greatest for the high income budget this past year, but smallest for the year before that. There is no predictable pattern. The main reason for the differential changes in cost is changes in personal taxes and social security contributions.

Which index is most appropriate? Clearly the family budget indices are more pertinent and complete indicants of changes in cost of living for most faculty. They include income taxes and social security, not just consumption. They are also calibrated for several income levels, which the CPI is not. Finally, they are estimated by metropolitan area, including the Washington SMSA. The comparative costs of living in Washington, all metropolitan areas, and all urban areas are given below:

	<u>Fall 1977</u>			<u>Fall 1978</u>			<u>Fall 1979</u>		
	High	Int.	Low	High	Int.	Low	High	Int.	Low
Urban U.S.	100	100	100	100	100	100	100	100	100
Metro Areas	103	102	101	103	102	101	103	102	101
Washington SMSA	105	105	106	108	108	107	108	108	108

For faculty which has purchased a house very recently, or is about to do so in the immediate future, the CPI could be a better indication of cost of consumption changes, since it includes the current cost of housing, mortgages, etc., whereas the family budget includes the cost six years back. For faculty which purchased a house a long time ago, when prices and interest rates were much lower, but is still paying substantial interest, all these indices overstate the increase in cost of consumption. Faculty recently hired is likely to be renting, with rents fully reflecting current prices, whereas faculty hired in the past is likely to live in its own home, sheltered to some extent from recent sharp rises in both rentals and costs of home ownership.

In sum, the recent year to year changes in the CPI set an upper bound to changes in consumption costs, the changes in family budget costs are the best indicators of costs of living trends for many faculty, but even they overstate changes for faculty who bought homes when prices and interest rates were lower than they were six years ago (8% in 1973, 9% in 1974). In the future, should mortgage interest rates drop sharply, family budget indices may overstate the increase in cost of living for recently hired faculty. In sum, there is no one best index of changes in living costs for all faculty all the time.

GEORGE WASHINGTON UNIVERSITY (Excluding the Medical Center)
Average Faculty Salaries
1976/77 - 1979/80

Table 4

PR ORS	1976/77		1977/78		1978/79		1979/80		N
	Average Salary	% increase over prior year	Average Salary	% increase over prior year	Average Salary	% increase over prior year	Average Salary	% increase over prior year	
Columbian College	25,800	4.0	26,800	3.9	28,100	4.9	29,700	4.9	107
Education and Human Development	24,500	5.2	25,800	5.3	27,200	5.4	29,000	6.6	24
Engineering and Applied Science	27,300	3.4	28,300	3.7	30,700	8.5	32,000	4.2	34
Government and Business Administration	27,000	4.3	28,500	5.9	30,800	7.7	32,500	5.5	28
Graduate Arts and Sciences	*		*		*		*		1
National Law Center	33,500	7.7	35,800	6.9	38,100	6.4	41,900	10.0	30
Public and International Affairs	28,500	5.2	30,300	6.3	32,900	8.6	33,100	0.6	7
Combined (AAUP)	27,300	4.6	28,700	5.1	30,600	6.6	32,000	4.6	231
% Increase - Continuing Faculty (AAUP)		6.0		6.7		7.8		7.9	
% Increase - Continuing Faculty in Same Rank								7.9	
ASSOCIATE PROFESSORS									
Columbian College	18,700	5.7	19,500	4.3	20,900	7.2	21,600	3.4	77
Education and Human Development	19,100	2.1	20,300	6.3	20,800	2.5	22,400	7.7	13
Engineering and Applied Science	20,200	14.1	21,400	5.9	22,700	6.1	25,400	12.0	19
Government and Business Administration	21,700	6.4	23,100	6.5	24,400	5.6	25,300	3.7	27
Public and International Affairs	21,700	4.3	22,200	2.3	23,900	7.7	25,600	7.1	4
Combined (AAUP)	19,600	6.5	20,600	5.1	21,900	6.3	23,000	5.0	140
% Increase - Continuing Faculty (AAUP)		7.2		7.2		9.0		7.4	
% Increase - Continuing Faculty in Same Rank								7.0	
ASSISTANT PROFESSORS									
Columbian College	14,000	2.9	14,600	4.3	15,400	5.5	15,800	2.6	67
Education and Human Development	15,300	1.3	15,600	2.0	16,700	7.1	18,600	11.4	8
Engineering and Applied Science	17,100	7.6	18,600	8.8	18,400		21,800	18.5	5
Government and Business Administration	19,100	6.7	20,100	5.2	21,300	6.0	22,600	6.1	15
Graduate Arts and Sciences	*		*		*		*		3
Public and International Affairs	*		*		*		*		2
Combined (AAUP)	14,900	3.5	15,300	2.7	16,500	7.8	17,500	6.1	100
% Increase - Continuing Faculty (AAUP)		7.0		7.5		9.2		8.9	
% Increase - Continuing Faculty in Same Rank								7.8	

* Number of cases too few to publish for reasons of privacy.

GUIDELINES

4%, 3% & 3%**

6.5%**

8%**

7%**

**In 1976/77 a "minimum" increase was directed: 4% on first \$20,000
3% on salary over \$20,000

In addition to the above minimum 3% was provided for discretionary increases.

Table 5

THE GEORGE WASHINGTON UNIVERSITY
Tuition Rates Projected to 1983-84

	1977-78		1978-79		1979-80		1980-81		1981-82		1982-83		1983-84	
	Full-time	Hourly	Full-time	Hourly	Full-time	Hourly	Full-time	Hourly	Full-time	Hourly	Full-time	Hourly	Full-time	Hourly
Arts and Sciences:														
Undergraduate	2,800	105	3,000	110	3,200	117	3,400	125	3,700	136	4,100	150	4,500	165
Graduate		105		110		117		125		136		150		165
Engineering and Applied Science	2,900	107	3,100	112	3,400	119	3,700	137	3,900	145	4,300	159	4,700	174
Law - Currently enrolled Students	2,800	107	3,000	112										
Students entering in or after Fall Semester 1976	3,100	120	3,600	145	4,100	165	4,600	185	5,100	205	5,700	230	*	*
School of Medicine-														
Medical Students			11,800		11,800		11,800		*		*		*	
1st year students	9,000		9,600		11,800		11,800		*		*		*	
2nd year students	7,500		8,100		9,600		11,800		*		*		*	
3rd & 4th year students	6,000		6,500		8,100		9,600		*		*		*	
Summer Sessions	-		105		110		117		125		136		150	
Off-Campus Programs	-		82		88		94		102		112		123	
Government and Business Admin.														
Degrees of Doctor of Business Administration & Public Administration														
Students entering in:	-		8,500		9,000		9,600		10,250		11,350		12,450	

* Not projected

TABLE 6

Full time Undergraduate Tuition

Local Universities

	George Washington	American	Catholic	Georgetown
1975/76	2,500	2,934	2,696	2,900
1976/77	2,600	3,064	2,950	3,250
1977/78	2,800	3,240	3,200	3,500
1978/79	3,000	3,690	3,450	4,100
1979/80	3,200	4,080	3,750	4,450
1980/81	3,400 (1)	4,620	4,250	4,970 (2)

NOTES:

(1) Does not include energy surcharge of \$100 per year.

(2) Indicated rate of \$4,970 applies to freshmen. Others will pay \$4,770

TABLE 2

DECILE DISTRIBUTION OF AVERAGE FACULTY SALARIES
George Washington University

		1978/79		1979/80		Number in Rank
		AAUP	GWU	AAUP	GWU	1979/80
A. Excluding Medical School						
<u>PROFESSOR</u>	90	32,280		34,700		
			30,600			
	80	30,040		32,300		
					32,000	
	70	29,080		31,200		
	60			30,400		231
ASSOCIATE PROFESSOR						
	90	22,890		24,500		
	80	22,100		23,600		
			21,900			
	70	21,660		23,200		
					23,000	
	60			22,900		140
ASSISTANT PROFESSOR						
	90	18,010		19,600		
	80	17,730		19,000		
	70	17,460		18,700		
	60	17,180		18,300		
	50	16,970		18,000		
	40	16,690		17,800		
	30	16,520		17,500		
			16,500		17,500	
	20	16,190				100
B. Medical School (Basic Sciences Only)						
<u>PROFESSOR</u>			35,000		36,900	
<u>ASSOCIATE PROFESSOR</u>			28,800		31,100	
<u>ASSISTANT PROFESSOR</u>			20,700		23,500	

TABLE 3

FACULTY COMPENSATION at SELECTED CATEGORY I UNIVERSITIES
 (Plus FACULTY SALARY COMPARISONS of LOCAL UNIVERSITIES)
 (1978/79)

I. Compensation Comparisons with Selected
 Universities: (in 000's)

	<u>Prof</u>	<u>Assoc Prof</u>	<u>Asst Prof</u>
Harvard	44.3	24.7	20.4
Stanford	40.8	28.0	22.3
University of Chicago	39.9	26.8	21.7
Johns Hopkins	39.8	28.0	20.4
Columbia	39.6	27.3	20.3
University of Pennsylvania	39.6	27.9	22.1
University of Pittsburgh	36.9	26.2	20.4
University of Southern California	36.1	26.6	22.0
Brown	35.9	25.2	19.5
New York University	35.5	25.4	21.1
George Washington University	35.4	25.6	19.7
University of Rochester	35.4	25.8	20.1
Washington University (St. Louis)	34.1	24.5	20.5
Vanderbilt	34.0	24.3	19.2
Syracuse	33.6	25.1	19.6
University of Maryland	32.4	24.3	19.8
Emory	30.8	24.0	19.7
Tulane	29.0	23.4	18.4

II. Compensation Comparisons with Local
 Universities: (in 000's)

University of District of Columbia (Category II A)	36.5	28.7	23.4
Georgetown	36.1	27.5	20.6
George Washington University	35.4	25.6	19.7
Howard	34.4	25.5	21.1
American	31.1	23.7	19.2
Catholic	27.2	21.0	17.7

III. Average Salary Comparisons with Local
 Universities: (in 000's)

University of District of Columbia (Category II A)	30.5	23.9	19.6
Georgetown	31.1	23.1	17.1
George Washington University	30.6	21.9	16.5
Howard	30.0	21.9	18.0
American	26.3	20.0	16.7
Catholic	24.6	18.8	16.1

The data reported in Tables 1-6 was originally furnished to this Committee by Mr. William Johnson, Director of Planning and Budgeting, and have been reformatted for this report. Some minor variations may be found between tables due to rounding or to the requirements of the uses of the original data; however, no differences of significant magnitude should exist.

Table 1 shows the decile distributions of average faculty compensation (includes fringe benefits) for all Class I Universities as reported by the American Association of University Professors, for 1976 through 1979. The table also gives the GWU average at each rank. These figures include all faculty except for those in the School of Medicine.

Table 2 shows the same data for average faculty salaries, (not including fringe benefits) but was only available for 1978 and 1979. Note that while Professors were just above the 80th percentile in 1978, they are slightly below it in 1979. This slight drop in relative standing to all Class I universities is also shown for associate professors, but not for assistant professors.

Table 3 shows comparisons of both compensation and salary with selected universities. Note that the compensation and salary levels for all ranks falls below Georgetown, and, except for assistant professors, above American and Catholic Universities.

Table 4 provides a great deal of detail for the salary history of GWU from 1976 through 1979. It gives the average salaries by rank and school, and the number in each faculty in 1979. In addition, it gives the percent increase given each year to the entire continuing faculty and for 1979 only, to the continuing faculty remaining in the same rank. Thus, while continuing assistant professors received an 8.9 increase in 1979, when the data is computed for those remaining as assistant professors (not promoted) the percent increase drops to 7.8.

The table also shows the guidelines for raises given by the administration to the various schools.

Table 5 presents (for all schools) the tuition history of GWU from 1977, projected through 1983, while Table 6 shows the undergraduate tuition rates for GWU, American, Catholic, and Georgetown from 1975 through 1980. Please note the change from basically similar rates for all universities in 1975 to the much lower tuition rate for GWU in 1980.

TABLE 1
DECILE DISTRIBUTION OF AVERAGE FACULTY COMPENSATION
1976/77 - 1979/80

		<u>1976/77</u>		<u>1977/78</u>		<u>1978/79</u>		<u>1979/80</u>	
		AAUP	GWU	AAUP	GWU	AAUP	GWU	AAUP	GWU
<u>PROFESSOR</u>	90	34,270		35,370		39,100		41,400	
					33,100				
	80	31,310		32,710		35,520		38,500	
			31,200				35,400		37,600
	70	29,890		31,610		34,500		36,600	
<u>ASSOCIATE PROFESSOR</u>	90	24,420		25,270		27,170		29,700	
	80	23,230		24,430		26,200		28,200	
			22,800		24,200		25,600		
	70	22,430		23,650		25,560		27,500	27,500
<u>ASSISTANT PROFESSOR</u>	70	18,210		19,140		20,510		22,100	
	60	17,810		18,810		20,240		21,600	
									21,200
	50	17,510		18,450		19,790		21,100	
			17,500		18,200		19,700		
	40	17,120		17,950		19,480		20,700	

"As in most institutions salaries cannot be increased as rapidly as the cost of living increases."

It is the Committee's understanding that budget projections for future years were based on maintaining an average of 8% for faculty salary increases.

Cost of Living Increases

The faculty does not need the Committee to advise it that the cost of living has been increasing at a great rate. However, Table 7 shows the rate of increase for the past 3 years, using two national indices and comparative costs for the Washington, D.C. metropolitan area. It is recognized that the impact of increases in the cost of living can be drastically different based upon the income level and budget of an individual faculty member. Whether the faculty member is a home owner or renter, the number and ages of children, and other factors can significantly affect the degree to which price rises in particular commodities or services will affect the individual's standard of living. The Committee notes that the impact may be particularly severe on a younger faculty member. However, an individual's needs are a highly personal matter. Thus, there may be many instances where price increases create greater difficulties for older faculty members. What is apparent is that regardless of the individual's needs, the cost of living has increased markedly in the last two years. The percentage increase reflected in Table 7 has been in the 8% to 11% range.

Past Faculty Salary Increases

The Committee's information is based upon averages since it was impossible to obtain and analyze data for individual faculty members. Thus, the Committee cannot determine the extent to which individual salary increases were greater or lower than the averages. We would expect numerous such cases. However, from information available to Committee members, it was apparent that in some departments the variation from average was relatively small.

The average faculty salary increases reflected in Table 4 show the most recent rate of increases to be in the 7% to 8% range, substantially lower than the cost of living increases shown in Table 7 to be in the 8% to 11% range. Tables 1, 2 and 3 also indicate what appears to be a slight decline with respect to the relative position of our faculty salaries compared to those of other educational institutions.

The erosion of faculty salaries both in terms of cost of living and relative standing should be compared with tuition changes over the same period. Table 5 shows past, present and projected tuition rates for the University. Table 6 reflects the fact that our tuition rates are much lower than those of the other private universities in Washington, D.C.

Conclusions

a. Need For Action

If the demonstrated erosion of faculty salaries continues, the consequences for the faculty, and thus the institution are likely to be serious. A

number of departments have already been having difficulty in recruiting younger faculty members, in recruiting established scholars who would have to move into this area, and in retaining some of their most able members. This situation must be recognized and appropriate action taken.

b. Retain Merit Increase Policy

The Committee has concluded that it would not be in the best interests of the University to attempt to resolve the problem by instituting a policy providing for across the board cost of living increases. We believe that such a policy might have a negative effect on motivating faculty performance. The Committee can envision situations where faculty performance would be such as to call for no increase or an increase which is lower than the average provided. Similarly, superior performance should be recognized by meaningful raises which may be well above the increase in the cost of living. However, this recognition of clearly superior performance should not be allowed to impair appropriate recognition for the majority of faculty members who have made substantial contributions to the University.

c. Additional Funds Needed for Merit Increases

The Committee believes that the funds made available for salary increases in the most recent periods have been insufficient for equitable recognition of faculty performance. It is difficult to classify an increase as one of merit for superior performance if it merely allows the faculty member to keep even with rising prices or results in a net reduction of the individual's purchasing power. Thus, the Committee believes that sufficient funds should be made available for the next academic year to enable deans and department heads to grant true merit increases to deserving faculty members.

d. Source of Funds

The Committee does not consider its charter to include the determination of the specific amount of funds which should be made available or to designate the specific sources of such funds. However, the Committee has discussed a number of areas which should be considered. An obvious source of funds might be a tuition increase. It is recognized that there are those who may fear that a tuition increase could have a negative impact on enrollment and thus yield a result which is the reverse of that intended. The Committee does not deny such a risk exists but it considers that at least an equally serious risk exists in continuing the status quo. Another possibility which the Committee feels should be considered is an early or partial retirement program. While this is not viewed as a major source of additional compensation, it could assist in solving this serious problem. Finally, the Committee recognizes that scholarly productivity as evidenced by teaching, research and publication is a major factor in determining institutional revenues and expenses. Thus, the faculty and administration should encourage the individual schools and colleges to continue and to expand their efforts to gain greater productivity from faculty members.

Ali B. Cambel
William D. Johnson, ex officio
Richard A. Kenney
Arthur D. Kirsch
Martha N. Rashid
Charles T. Stewart
John Cibinic, Jr., Chairman

NOTE: For a summation of the Committee's recommendations, please see Senate Resolution 80/13 attached.

A RESOLUTION TO RE-ESTABLISH MAY 1 AS THE BEGINNING/ENDING DATE OF SENATE SESSIONS AND OF THE TERMS OF SENATE MEMBERS (80/14)

WHEREAS, in 1965 Senate sessions and the terms of office of Senate members were scheduled to begin and end on May 1; and

WHEREAS, in 1970 sessions and terms of office were altered to begin and end at the "first regular Senate meeting in March"; and

WHEREAS, Senate Committees often find it difficult to complete their business prior to mid-March; and incoming Committees find it equally difficult to generate momentum between the March and May meetings; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Faculty Senate petition the President to propose to the next Faculty Assembly that the Faculty Organization Plan and the Bylaws of the Faculty Senate be amended to effect a return to May 1 as the beginning/ending date of Senate sessions and the terms of Senate members;
- (2) That such amendments, upon approval by the Assembly, shall take effect in the spring of 1982, at that time extending the Senate session and the terms of office of Senate members to May 1, 1982;
- (3) That to accomplish the intent of this resolution the Assembly is asked to approve the following specific amendments:
 - (a) to substitute "beginning on May 1 of the year in which they are elected" for "beginning with the first regular Senate meeting in March of the year of election"--in Article III, Section 2[c] of the Faculty Organization Plan (p. 4);
 - (b) to substitute "March 15" for "February 15"--in the sentence that reads: "The elections shall be held at meetings called by the academic deans of the respective schools prior to February 15 of each year,"--in Article III, Section 3[4], ibid.;
 - (c) to substitute "May" for "March"--in the sentence that reads: "The business year of the Senate shall be called a 'session' and each session shall commence with the call to order of the regular meeting in March,"--in Appendix II: Bylaws of the Faculty Senate, Section 1[c].

Executive Committee of the Faculty Senate
October 24, 1980

Adopted November 14, 1980

Adopted by the Faculty Assembly January 21, 1981

1. The first part of the report is a general introduction to the subject of the study.

2. The second part of the report is a detailed description of the methods used in the study.

3. The third part of the report is a presentation of the results of the study.

4. The fourth part of the report is a discussion of the results and their implications.

5. The fifth part of the report is a conclusion and a list of references.

6. The sixth part of the report is a list of appendices and a list of figures.

7. The seventh part of the report is a list of tables and a list of footnotes.

8. The eighth part of the report is a list of abbreviations and a list of symbols.

9. The ninth part of the report is a list of acknowledgments and a list of donors.

10. The tenth part of the report is a list of distribution and a list of contacts.

11. The eleventh part of the report is a list of distribution and a list of contacts.

12. The twelfth part of the report is a list of distribution and a list of contacts.

13. The thirteenth part of the report is a list of distribution and a list of contacts.

A RESOLUTION SUPPORTING CURRENT PLANS BY THE UNIVERSITY
FOR THE DEVELOPMENT OF THE RED LION ROW (80/15)

with Interim Report

see next page

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty supports the proposed plans by the University
for the Red Lion Row Development. In particular, it supports
the preservation of the existing historic structures as
currently envisioned by the University, and the extensive
retail space included in the development.

Committee on University and Urban Affairs
November 24, 1980

Referred December 12, 1980, to Physical Facilities Committee for
reintroduction at February Senate meeting.

Withdrawn

A copy of the report of the investigation of the
case of the death of the late Mr. J. H. Smith

is being made available to the public for their information

and it is hoped that the facts of the case will be made known

to the public in a manner which will be of benefit to them

and it is hoped that the facts of the case will be made known

to the public in a manner which will be of benefit to them

and it is hoped that the facts of the case will be made known

to the public in a manner which will be of benefit to them

and it is hoped that the facts of the case will be made known

Resolution 80/15 as revised by the Physical Facilities Committee referred by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

A RESOLUTION SUPPORTING THE CURRENT CONCEPT BY THE UNIVERSITY FOR
THE 2000 PENNSYLVANIA AVENUE PROJECT

WHEREAS, Vice President Diehl made two presentations of perspective views of the 2000 Pennsylvania Avenue project to the Physical Facilities Committee of the Faculty Senate; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty supports the University's concept proposal of January 23, 1981 for the 2000 Pennsylvania Avenue project. In particular, it supports the retention and restoration of the streetscape of the historic buildings as currently envisioned by the University and the creation of a main pedestrian gateway for the campus. It expresses its belief in the aesthetic compatibility of the office tower with the proposed streetscape and existing buildings along Pennsylvania Avenue. It praises the consultative process utilized by the University during the development of the project, particularly the University's desire to renew the vitality of the area along I Street through the University's proposed retail marketing plan. It expresses the Faculty's continued interest in the project and commends the University for its efforts in bringing the project to fruition.

Committee on Physical Facilities
January 23, 1981

Adopted February 13, 1981

1901, February 17

THE GEORGE WASHINGTON UNIVERSITY

Faculty Senate--1980-1981 Session

Interim Report of the University Urban Affairs Committee

During the initial period of the 1980-81 Session of the Faculty Senate, the Committee on University and Urban Affairs met three times to consider current plans by the University for the development of the campus area. Initially, the Committee met with Vice President & Treasurer Diehl and members of his staff to obtain information on University plans for the development of the Red Lion Row, known also as the 2000 block of "I" Street, N.W.

In the last meeting of the Committee, Mr. Ken Brooks from Vice President Diehl's office made a presentation of the architectural plans and perspective views of the proposed Red Lion building project, focusing on the general layout and types of retail stores to be established within the building. Subsequently, the Committee continued its deliberations and agreed to compile a summary of its findings pertaining to the proposed Red Lion Project, as indicated below:

1. The George Washington University has made public detailed plans for the Red Lion project to be built on Eye Street between 20th and 21st Streets, N.W.
2. The University had previously solicited input from the Faculty, the Student Body, and Neighborhood Groups for consideration during the preparation stage of the plans for the proposed project.
3. The Faculty Senate Committee on University and Urban Affairs conducted a survey of faculty opinion on the desirability and types of retail stores in the campus area which indicated strong support by the faculty towards the establishment of certain types of retail stores in the area.

The following resolution was then introduced and passed unanimously for transmittal to the Faculty Senate:

A RESOLUTION SUPPORTING CURRENT PLANS BY THE UNIVERSITY FOR
THE DEVELOPMENT OF THE RED LION ROW

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON
UNIVERSITY

That the Faculty supports the proposed plans by the University for the Red Lion Row Development. In particular, it supports the preservation of the existing historic structures as currently envisioned by the University, and the extensive retail space included in the development.

The Committee recommends that the above resolution be placed on the agenda of the next regular meeting of the Faculty Senate, for possible adoption by the Senate.

Respectfully submitted, .

Theodore G. Toridis

Theodore G. Toridis, Chairman

Morgan DeLaney
Howard F. Gillette, Jr.
John C. Lowe
Fran S. Marsh
Honey W. Nashman
William M. Reynolds
Russell B. Stevenson
Louis H. Mayo, ex officio

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A RESOLUTION TO AMEND THE FACULTY ORGANIZATION PLAN TO CONFORM TO A
CONSTITUTIONAL CHANGE IN THE SCHOOL OF MEDICINE AND HEALTH SCIENCES (80/16)

WHEREAS, the School of Medicine no longer has an "executive faculty"
for whom specific voting eligibility need be set forth;
therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate petition the President to propose
to the next Faculty Assembly that the Faculty Organization
Plan be amended in Article III.3(3) to delete from the present
text the clause placed in brackets, below, and to insert a
period after the word "vote."

"(3) Only members of the faculty in full-time service
shall be eligible to vote. [, except that, in the case of the
School of Medicine and Health Sciences, all members of the
Executive Faculty shall be eligible to vote for Senate members.]"

Executive Committee
November 26, 1980

Adopted December 12, 1980

Adopted January 21, 1981, by the Faculty Assembly

A resolution to amend the Faculty Organization Plan of 1964 is being introduced in the School of Medicine and Dentistry.

At the School of Medicine and Dentistry, the Faculty Organization Plan of 1964 is being amended to provide for a more equitable distribution of resources.

It is the policy of the School of Medicine and Dentistry to provide for a more equitable distribution of resources.

The Faculty Organization Plan of 1964 is being amended to provide for a more equitable distribution of resources. The amendment is being introduced in the School of Medicine and Dentistry.

The Faculty Organization Plan of 1964 is being amended to provide for a more equitable distribution of resources. The amendment is being introduced in the School of Medicine and Dentistry.

Administrative Committee
November 1964

Adopted by the Board of Trustees

Approved by the Board of Trustees

A RESOLUTION TO AMEND THE STUDENT GRIEVANCE PROCEDURES OF THE
"GUIDE TO STUDENT RIGHTS AND RESPONSIBILITIES" (80/17)

WHEREAS, Section II-F of the Student Grievance Procedures directs:
"The effectiveness and fairness of these procedures shall be reviewed by an appropriate committee of the Faculty Senate four years after becoming the official policy of the University with any recommended revisions to be brought before the Faculty Senate"; and

WHEREAS, the four years will have passed by January of 1981; and

WHEREAS, several difficulties and omissions in the existing procedures have been identified during their implementation since 1977; and

WHEREAS, Marianne R. Phelps, Assistant Provost for Affirmative Action, has proposed in her letters of October 17 and 24, 1980, several changes to correct these deficiencies in the Student Grievance Procedures; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That Dr. Phelps' letters of October 17 and 24, 1980, relating to Student Grievance Procedures, be accepted in the form of a report to the Faculty Senate; and
- (2) That the Faculty Senate approve the changes in the text of the document known as "Student Grievance Procedures" which are specified in those two letters. (See attachments.)

Joint Committee of Faculty and Students
November 21, 1980

Adopted, as amended, December 12, 1980

RESOLUTION TO ADOPT THE STUDENT COUNCIL PROGRAMS
"STUDENT COUNCIL AND RESPONSIBILITY" (2017)

Section 1-1 of the Student Council Program
The student council is a group of students who are elected to represent the student body. They are responsible for making decisions on behalf of the student body and for implementing the policies of the student body. The student council is also responsible for representing the student body in all matters relating to the student body.

Section 1-2 of the Student Council Program

The student council is a group of students who are elected to represent the student body. They are responsible for making decisions on behalf of the student body and for implementing the policies of the student body. The student council is also responsible for representing the student body in all matters relating to the student body.

Section 1-3 of the Student Council Program

(1) The student council is a group of students who are elected to represent the student body. They are responsible for making decisions on behalf of the student body and for implementing the policies of the student body. The student council is also responsible for representing the student body in all matters relating to the student body.

Section 1-4 of the Student Council Program

Section 1-5 of the Student Council Program

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

October 17, 1980

TO: Dr. Peter Hill
Chairman of the Executive Committee
of the Faculty Senate
FROM: *Marianne R. Phelps*
Dr. Marianne R. Phelps
Assistant Provost for Affirmative Action
RE: Student Grievance Procedures

The purpose of this memorandum is to provide information for the review of the Student Grievance Procedures which was specified by the Faculty Senate at the time the Senate voted to recommend adoption of the procedures.

Use of the Student Grievance Procedures

Since their adoption the grievance procedures have been invoked on three occasions. Two individuals alleged discrimination on the basis of race; one discrimination on the basis of national origin. Two students alleged their termination from their academic programs was discriminatory. In both instances Grievance Review Committees found the terminations to have been based on academic grounds and consistent with the policies of the schools. The third complaint was made against a department for failing to award the student an assistantship. This complaint was resolved at the stage of mediation.

Four additional students and one student group have contacted me to discuss bringing grievances. Two of these students asked me to mediate the dispute rather than file formal complaints. A third student filed his complaint with the District of Columbia Office of Human Rights which found for the University. The fourth student did not file a formal complaint.

The student group which sought to use the Student Grievance Procedures was Womanspace which alleged the Student Association Finance Committee had discriminated in the amount of funds it recommended for the group. The Student Grievance Procedures do not provide adequately for such a complaint. In addition, GWUSA guidelines specified the Student Court as the body to hear complaints arising from the funding process. John Perkins and I attempted to get representatives of Womanspace and the Finance Committee to agree on a way the complaint could be resolved. Failing in that effort, I requested University Counsel's opinion on which procedures should be offered to Womanspace. He recommended that the University offer the Student Court.

Womanspace then filed a complaint with the Office for Civil Rights (OCR) of the Department of Education. OCR concluded that Title IX of the Education Amendments of 1972 requires the University to amend its Student Grievance Procedures to permit individuals and/or groups to bring complaints against students and/or student groups in those situations where they are acting in an official capacity for the University. The University has agreed to make the revision and to supply OCR with an amended document by December 2, 1980.

Revisions to the Student Grievance Procedures

Since the Grievance Procedures were adopted, the Senate has recommended four revisions which have been incorporated into the document. Handicap was added to the list of protected classes. Other revisions provided for Department Heads, Deans and Vice Presidents to disqualify themselves because of prior knowledge and directed the Assistant Provost for Affirmative Action to provide copies of the findings of the Grievance Review Committees to both parties.

In considering revision, it is important to take cognizance of the fact that with the exception noted previously the OCR has informed the University that the Student Grievance Procedures are adequate. Substantive changes in the procedures might not be acceptable to the civil rights agency.

The following addition to the Student Grievance Procedures is recommended to comply with OCR's interpretation of the requirements of Title IX:

DELETE: F. The effectiveness and fairness of these procedures shall be reviewed by an appropriate committee of the Faculty Senate four years after becoming the official policy of the University with any recommended revisions to be brought before the Faculty Senate. This review requirement, however, does not preclude revision of these procedures during the four year period.

Placed under
Section I.B.

ADD: F. Individuals and/or registered student organizations who feel they have been discriminated against by chartered student organizations as they act to carry out responsibilities specifically delegated to them by the Board of Trustees or the President may charge the organization under these procedures. Individuals who feel they have been discriminated against by having been denied the rights and privileges of membership in registered student organizations may also charge the registered student organization under these procedures. University policy permits campus organizations that are social fraternal groups to limit membership on the basis of sex and sectarian groups to limit membership on the basis of religion.

A faculty member or administrator having administrative responsibility relating to the group being charged shall be appointed by the Assistant Provost for Affirmative Action to carry out the functions assigned to the department chairman outlined in IIC. Grievance Review Committees for the student organizational matters shall consist of ^{TWO} ~~one~~ faculty ^{members} ~~member~~, one administrator, and two students.

The addition specified by OCR is contained in the first sentence. The second sentence would enable individuals to challenge what they might regard as discrimination in the membership practices of registered groups. By way of background, in 1968 the University adopted a Human Relations Act prohibiting discrimination on the basis of race, color, and creed in campus organizations and specifying procedures for adjudicating complaints. In 1976 the University adopted a policy prohibiting recognition of single sex organizations with the exception of social fraternities and sororities. Age and handicap should be added as protected classes, and in my judgement the Student Grievance procedures should be used to resolve complaints of discrimination in membership practices.

The following additions to the Student Outcomes of Learning:

1. The student will be able to identify the major components of the cell.

2. The student will be able to describe the function of the major components of the cell.

3. The student will be able to explain the process of cell division and the role of the various organelles involved.

4. The student will be able to identify the major components of the cell and describe their functions.

5. The student will be able to explain the process of cell division and the role of the various organelles involved.

6. The student will be able to identify the major components of the cell and describe their functions.

Providing the same procedures simplifies the process. In addition, it is likely that, in the event of a complaint regarding membership practices, OCR would take the same position as they did in the complaint of Woman-space.

Aside from the revision required by the OCR, I see only a few weaknesses in the Student Grievance Procedures. The first is the composition of the student panel. All three students who have invoked the procedures thus far have been graduate students. Despite efforts of the Student Association Presidents to nominate diverse groups, the student panels have been made up almost solely of undergraduates, predominately freshmen and sophomores. If the graduate and professional schools are to have confidence in the process, it is important that there be students enrolled in graduate and professional schools available to serve on the panels.

Another difficulty with the student panels is in the timing of their appointment. Given the number of appointments the president of GWUSA must make in a short period of time at the end of the Spring semester, it has been difficult to get the student panels appointed by July 1 of each year. This leaves a period of time during which no Grievance Review Committees can be appointed. On the one occasion when a grievance arose during the summer, only four students had been appointed to the panel and none of these students were in Washington for the summer.

One other change in the panels appears warranted. In the light of experience, it is feasible to reduce the size of the faculty and student panels from fifteen to ten.

The following revised section is suggested to address the problems described above:

Section IIE3 Committee members will be selected from among a panel of ten faculty members selected by the Faculty Senate, ten students selected by the George Washington University Student Association, and five administrators selected by the Vice President for Administration. At least five students named to the panel shall be enrolled in programs at the graduate level. Appointments to the panel shall be made for one year from July 1 to June 30. Appointments are renewable. The Assistant Provost for Affirmative Action will select the Committee members for each review and will appoint one of the members to serve as Chairperson. In the event panel members are not available to serve, the Assistant Provost for Af-

The same procedure should be followed in the event of a complaint regarding a student's conduct. The student should be given the opportunity to explain his or her actions.

It is the policy of the school to provide a safe and secure environment for all students. Any student who is found to be in possession of a weapon or other dangerous object will be subject to disciplinary action.

The school also has a policy regarding the use of electronic devices. Students are prohibited from using mobile phones or other electronic devices during class time. Violations of this policy will result in the confiscation of the device and a suspension from school.

It is the responsibility of all students to follow the rules and regulations of the school. Students who fail to do so will be subject to disciplinary action. The school reserves the right to suspend or expel any student who is found to be in violation of the school's policies.

The school is committed to providing a high quality education for all students. We encourage parents to work with the school to ensure that their child is receiving the best possible education. We also encourage students to take responsibility for their own learning and to strive for excellence in all of their academic endeavors.

For more information regarding school policies and procedures, please contact the school principal or the school district office. We are committed to transparency and communication with our students and parents.

firmative Action shall have the authority to appoint committee members to hear a particular grievance. from the appropriate constituency from outside of the panels. Upon the request of the Chairperson, the Assistant Provost for Affirmative Action shall serve as adviser to the Review Committee.

I would be happy to provide whatever assistance I can as the Senate undertakes its review.

Executive Action shall have the authority to request
from the appropriate committee, the review of the
request of the Committee, the National Board of
shall serve as advisor to the Board of Directors.

I would be happy to provide further assistance
in connection with this matter.

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

October 24, 1980

TO: Members of the Joint Committee of Faculty and Students
FROM: *Marianne R. Phelps*
Marianne R. Phelps
Assistant Provost for Affirmative Action

After preliminary talks with Dr. Hill, the Judicial Committee, and the Joint Committee, I am suggesting two further changes to the Student Grievance Procedures:

Add to proposed Section IIE3, 12th line following the word panels: "to hear a particular grievance."

Add new Section G:

The Faculty Senate and the Joint Committee of Faculty and Students shall be consulted before any revisions are made to these procedures.

Under Resolution (80/18) Section G becomes Section F to read as follows:
The Faculty Senate, the Joint Committee of Faculty and Students and the Student Senate shall be consulted before any revisions are made to these procedures.

THE GEORGE WASHINGTON UNIVERSITY
INTERNATIONAL IN WASHINGTON

October 24, 1958

Enclosed of this letter is a copy of the letterhead and brochure

which is being distributed to the various sections

of the International Association of Universities. The letterhead and brochure are being distributed to the various sections of the International Association of Universities. The letterhead and brochure are being distributed to the various sections of the International Association of Universities.

and to the various sections of the International Association of Universities. The letterhead and brochure are being distributed to the various sections of the International Association of Universities.

and new Section B:

The letterhead and brochure are being distributed to the various sections of the International Association of Universities. The letterhead and brochure are being distributed to the various sections of the International Association of Universities.

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A RESOLUTION TO AMEND FURTHER THE STUDENT GRIEVANCE PROCEDURES
OF THE "GUIDE TO STUDENT RIGHTS AND RESPONSIBILITIES" (80/18)

WHEREAS, the Joint Committee of Faculty and Students wishes to amend
further the text and format of the Student Grievance
Procedures; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That Section F of the Student Grievance Procedures
(as and if adopted under Senate Resolution 80/17)
be placed under Section I.B. which addresses the types
of discrimination complaints handled under those
Procedures; and
- (2) That Section G (as and if adopted under Senate
Resolution 80/17) be amended to add the Student
~~Senate Association~~ to the Faculty Senate and the Joint
Committee as a body that shall be consulted before
any revisions are made to the Procedures; and
- (3) That if the new Section F is included elsewhere in
the document, Section G be changed to Section F.

Joint Committee of Faculty and Students
November 21, 1980

Adopted, as amended, December 12, 1980

A RESOLUTION ON TUITION BENEFITS (80/19)

see next page

WHEREAS, full remission of undergraduate tuition at the University is provided for legally-dependent children of full-time members of the faculty; and

WHEREAS, some faculty do not make use of the undergraduate tuition benefit; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That in the event that said faculty do not utilize the undergraduate tuition benefit for their legally-dependent children, these benefits may be applied towards tuition in the University's graduate and professional programs.

Committee on Appointment, Salary and
Promotion Policies (including Fringe Benefits)
November 14, 1980

Returned December 12, 1980, to the Appointment, Salary and Promotion Policies Committee for clarification and reintroduction at the February Senate meeting.

Withdrawn

A SUMMARY OF THE RESULTS OF THE

ANALYSIS OF THE DATA OBTAINED FROM THE
EXPERIMENTAL STUDY OF THE
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Resolution 80/19 as revised by the Appointments, Salary and Promotion Policies Committee and the Executive Committee, recommitted by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

see next page

A RESOLUTION ON TUITION BENEFITS

WHEREAS, each legally-dependent child of a member of the full-time faculty is now entitled to tuition benefits necessary for the completion of an undergraduate program; and

WHEREAS, some of the eligible legally-dependent children do not make full use of this tuition benefit; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- 1) That each legally-dependent child who does not use his/her maximum tuition benefit shall be entitled to apply any unused benefit to university graduate and professional programs (excluding the Medical School); and
- 2) That to be eligible a child must begin such program within five years of the award of the baccalaureate degree; and
- 3) That this benefit will not exceed the equivalent of eight semesters of full-time graduate or professional study.

Committee on Appointments, Salary and Promotion Policies (including Fringe Benefits)
January 29, 1981

with drawn

...is reviewed by the Administrative Committee, and the Executive Committee, to review the ...

2. REVIEW OF THE ...

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Resolution 80/19 as revised by the Appointment, Salary and Promotion Policies Committee recommitteed by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

A RESOLUTION ON TUITION BENEFITS

WHEREAS, each legally-dependent child of a member of the full-time faculty is now entitled to tuition benefits necessary for the completion of an undergraduate program; and

WHEREAS, some of the eligible children do not make full use of this tuition benefit; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That each previously eligible child who does not use his/her maximum tuition benefit shall be entitled to apply any unused benefit to university graduate and professional programs (excluding the Medical School); and
2. That to be eligible a child must begin such program while legally dependent and within five years of the award of the baccalaureate degree; and
3. That this benefit will not exceed the equivalent of eight semesters of full-time graduate or professional study.

Committee on Appointments, Salary and Promotion Policies (including Fringe Benefits)
February 12, 1981

Adopted February 13, 1981

approved May 21, 1981, by Bd of Trustees

Resolution 60/19 as revised by the Appointment, Salary and Promotion
Policy Committee recommended by the Faculty Senate January 13, 1981
for retransmission February 13, 1981.

A RESOLUTION OF THE FACULTY

WHEREAS, each legally-entitled child of a member of the Faculty is entitled to certain benefits; and
WHEREAS, the Faculty is committed to the principle of equal opportunity for all its members; and
WHEREAS, the Faculty is committed to the principle of equal opportunity for all its members;

IT IS THE POLICY OF THE FACULTY to provide for the child of a member of the Faculty who is a member of the Faculty to receive the same benefits as the member of the Faculty who is a member of the Faculty.

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Adopted by the Faculty Senate, January 13, 1981
Revised February 13, 1981

Adopted February 13, 1981

A RESOLUTION OF APPRECIATION TO THE MELVIN GELMAN FAMILY (80/20)

The Faculty Senate of The George Washington University, on motion of Professor Guido E. Mazzeo, Chairman, Committee on the Library, and on behalf of the entire faculty of the University, by this resolution expresses its profound appreciation for the vision and generosity of the late Melvin Gelman and of his family. By their endowment of the Melvin Gelman Library as a major center of research and teaching, they have provided the foundation for the University's ongoing commitment to the increase of knowledge and a deepening of understanding.

Library Committee
December 8, 1980

Adopted January 16, 1981

RECEIVED BY MEMBERS OF THE BOARD OF DIRECTORS

The Board of Directors of the Company has this day received from the Secretary of the Company a copy of the report of the Committee on the part of the Board of Directors on the subject of the proposed amendment to the Charter of the Company, and the same has been read and approved by the Board of Directors.

Very truly,
Yours,
J. H. Smith

(Signed) J. H. Smith, Secretary

A RESOLUTION TO AMEND THE FACULTY CODE WITH RESPECT TO NON-TENURE-ACCRUING APPOINTMENTS (80/21) *with accompanying Report*

WHEREAS, the provisions of the Faculty Code (1980) with respect to faculty appointments to regular service non-tenure-accruing positions inadequately protect the professional rights and status of faculty in those positions, and

WHEREAS, the continuation of sharply defined differences in status between regular service faculty members implies the likelihood of increasing problems of morale and collegiality to the detriment of the educational mission of the University; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Code (1980) be amended by substituting in Article IV, Sec. A for the present Paragraphs 3.1-3.2 and 4.1-4.2 (pp.6-8), the following new Paragraphs 3 and 4:

[IV. Appointment, Reappointment, Tenure, and Promotion]

[A. Appointment and Tenure. . .]

3. Regular Service Appointments

[Cf. 3.2(a)] a) Letters of appointment to positions that will not normally lead to the consideration of the appointee for tenure shall include a statement to that effect.

[Cf. 3.1(a)] b) All appointments or reappointments to regular active status positions shall be for a specified term except for those that confer tenure.

c) In the case of tenure-accruing probationary appointments, the total of such terms, including. . .[continued as in 3.1.(b)]

1) Leaves of absence. . .[cont. as in 3.1.(b)(1)]

2) Leaves for study. . .[cont. as in 3.1.(b)(2)]

3) A faculty member with more. . .[cont. as in 3.1.(b)(3)]

4) A faculty member of the rank. . .[cont. as in 3.1.(c)]

[NEW] d) In the case of non-tenure-accruing appointments, except as provided in Subparagraph (f) of this Paragraph, the total of such terms, including all full-time service with the rank of instructor or higher in this institution, shall not exceed seven years, provided that:

[NEW] 1) By mutual agreement up to three years full-time service with the rank of instructor or higher at another institution may be counted towards the seven-year period.

2) Leaves of absence shall not be counted towards the seven-year period.

2. The purpose of this report is to provide a summary of the results of the study conducted by the research team.

The research team has conducted a series of experiments to determine the effect of the proposed system on the performance of the system. The results of the experiments are presented in the following sections.

The first experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The second experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The third experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The fourth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The fifth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The sixth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The seventh experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The eighth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The ninth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The tenth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The eleventh experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The twelfth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

The thirteenth experiment was conducted to determine the effect of the proposed system on the performance of the system. The results of the experiment are presented in the following sections.

[NEW]

- 3) A faculty member of the rank of assistant professor or higher must be notified in writing no later than June 30 preceding the seventh year of a non-tenure-accruing appointment either that his or her appointment will not be renewed after the seventh year, or that renewal will be in a tenure-accruing probationary status not to exceed three years, with notification of a tenure decision as Provided in Art. IV Sec. A, Paragraph 3(c)(4).

[NEW]

- e) Except as provided in Subparagraph (f) below, members of the faculty appointed in regular service non-tenure-accruing status prior to the effective date of this Code may at their option continue to serve under the provisions of the Code in effect at the time of initial appointment or may elect to be covered by the provisions of this Code. This option shall be offered to eligible faculty members at the first contract renewal after the effective date of this Code.

[Cf. 3.2(b)]

- f) Members of the faculty who are stationed at affiliated institutions and assigned to educational programs of the Medical Center may continue to be appointed and/or reappointed to regular service non-tenure-accruing positions without regard to the limitation on re-appointment set out in Subparagraph (d) of this Paragraph.

[NEW] 4. Stated Periods by Rank

- a) Instructors

[cont. as in 1980 Code Paragraph 4.1 through Subparagraph (e)]

Professional Ethics and Academic Freedom Committee
December 29, 1980

Defeated January 16, 1981

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE (80/22)

with accompanying report

WHEREAS, under Article IX of the Faculty Code the regular active-status faculty are entitled to play a role in decisions on the appointment and promotion of members of the faculty, and

WHEREAS, presently one of the most important appointment decisions concerns whether a potential appointment will be in tenured, tenure-accruing, or non-tenure-accruing status, and

WHEREAS, this is a decision which properly concerns the faculty of a college or non-departmentalized school as well as the department(s) concerned; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the Procedures for Implementation of the Faculty Code be amended by adding the following as the first numbered paragraph under Section B:
 1. The regular active status faculty of each school, college or comparable educational division shall establish procedures enabling an elected standing committee or committee of the whole to submit its recommendations on the allocation of regular service tenure-accruing appointments within that unit.
2. That present Paragraphs 1-2-3 under Sec. B be renumbered as Paragraphs 2-3-4, respectively.

Professional Ethics and Academic Freedom Committee
December 29, 1980

Withdrawn January 16, 1981

Reintroduced February 13, 1981
Adopted February 13, 1981

Adopted by the Faculty Assembly September 9, 1981

*To be presented to Board on May 20, 1982
approved by the Board & Trustees 5/20/82*

THE UNITED STATES OF AMERICA

IN SENATE

January 10, 1906

REPORT

OF THE

COMMISSIONER OF THE GENERAL LAND OFFICE

IN RESPONSE TO A RESOLUTION PASSED BY THE SENATE

ON MAY 10, 1904

First Series

Volume 1

Albany, N. Y.

1906

Approved by the Senate

SPECIAL REPORT TO THE FACULTY SENATE ACCOMPANYING RESOLUTIONS (80/21 & 80/22)

by

COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

December 29, 1980

I. INTRODUCTION

The resolutions which this report accompanies propose to modify and/or supplement those provisions of the Faculty Code and Procedures for Implementation (1980) which deal with regular service non-tenure-accruing faculty appointments.

The problematic aspects of the approach taken by the present Code, contained in certain provisions recommended by the Administration and adopted by the Board of Trustees without the usual processes of consultation with the Faculty Senate, have been analyzed in some detail in the February 18, 1980 "Report to the Faculty Senate on Non-Tenure-Accruing Appointments" from this Committee. The approach recommended here by your Committee represents a compromise developed after several years of close study of the multitude of conflicting interests, values and principles which bear on this problem. Any compromise is likely to strike many as falling short of a perfect solution, but a recognition of the diversity of strongly held views on this subject, as well as the lack of predictability of the future course of this and all universities, should be kept in mind in assessing the acceptability of this proposal.

II. ASSUMPTIONS AND ARGUMENTS ON WHICH THE COMMITTEE APPROACH IS GROUNDED

The assumptions and arguments on which the Committee's approach in these Resolutions is grounded may be briefly summarized in the following way, anticipating further development in floor debate.

First, it is the Committee's position that the principles on which new appointees are associated with the permanent faculty are of interest and concern to the whole faculty and not just those affected by the recent change. As is commonly recognized in philosophy and in law, the technical formulae which stipulate appointment and dismissal procedures may be thought of as expressing a conception of the professional status of members of the faculty. Hence, if some members of the faculty, in scholarly qualification and promise otherwise indistinguishable from their colleagues, were to be subject to hiring and firing as mere employees, the professional status of all the faculty would be affected. Of course faculty are employees of the institution and hence subject to economic controls and inducements; but faculty are also, as the University declared through counsel in joining the Amici Curiae brief in NLRB v. Yeshiva U., in "a 'joint enterprise' with the faculty and administration of the entity exercising 'joint authority'." It is the Committee's position that the present permissibility of quick termination or indefinite extension without commitment of some regular service faculty appointments resolves this tension between the faculty as employees and faculty as collectively professional co-managers of the University, too far in direction of the first, and requires modification.

1. The facts and circumstances

1. The facts and circumstances

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Second, the Committee finds no compelling reason to abandon the policy which has until recently governed our regular service faculty appointments, of seeking to protect professional independence to teach and inquire from serious external constraints and pressures by offering continuous employment or tenure after the expiration of a probationary period. On the other hand, the committee also assumes that we are for the immediately foreseeable future in a situation in which (a) student interests in courses and programs of study may change significantly over relatively short time intervals, and (b) in which little or no growth makes it difficult to allocate resources to new needs without shifting them from present uses. The issue which remains, however, is how the risks which any potential retrenchment poses will be reconciled with principled protection of academic freedom.

The Committee's position is that the present sharp division between the majority of faculty who are well protected and a minority who have little or no protection violates fundamental principles of fairness, and hence requires modification. It is therefore the Committee's proposal that the prospective situation of new appointees be brought as close to those of the favored or protected class as is feasible, given the conditions outlined just above.

It will be the contention of the Committee that moving in the direction outlined in the accompanying resolutions will not only improve fairness and accord appropriate professional recognition to full-service faculty but should also contribute to reduction of severemorale problems to be anticipated from the preservation of a two-track or two-class faculty, which would make it difficult for faculty in non-tenure-accruing positions to participate fully in the management of the University.

III. THE STRATEGY OF THE RESOLUTIONS

The approach which the Committee recommends as a way of mediating the various conflicting tensions outlined above may be summarized in the following way. If it be necessary for the University, in the interests of flexibility, to make some regular service faculty appointments with a minimal commitment to the individual involved because of the tentative nature of the position, this administrative freedom should be conditioned in two important ways: first, the faculty of the school should be involved (ordinarily through a representative committee) in deciding whether a tenure-accruing or non-tenure-accruing appointment is justified; and second, if a non-tenure-accruing appointment is made, after six years the University is obliged to review the position and decide whether experience shows that a tenure-accruing appointment may now be offered, or whether earlier expectations were unjustified. If the former, a three-year tenure-accruing appointment may be offered the individual; if not, a one-year terminal appointment. In either case, the individual faculty member involved knows that he/she will not be kept dangling on a short rope forever for the convenience of the University. A negative decision at the end of six years presumably will not reflect adversely on the individual involved because the decision was made on the need for the position. On the other hand, the faculty member knows that if he/she is kept on, after three more years a decision will be made on the basis of individual worthiness to receive tenure.

If this approach, as recommended in IV.A.3(d) together with the second resolution to change the Procedures for Implementation, is accepted, then a pair of further changes are recommended to mitigate adverse effects. IV.A.3(e) is proposed as a "grandfather" clause to protect the rights of those appointed to non-tenure-accruing positions under the present Code to continue under those provisions if they

so wish by exercising an option to that effect at their next contract renewal. IV.A.3(f) proposes to exempt faculty members stationed at institutions affiliated with the Medical Center from the new provisions because of the anomalous character of those appointments. (However, the Committee has tentatively decided to respond affirmatively to requests to review at a later date the general status of faculty appointments at such affiliated institutions.)

IV. CONCLUSION

The Committee has tried to construct a solution to the problems involved in making regular faculty appointments which protect our historically evolved academic freedom and professional status and rights of faculty without eliminating the flexibility the University now needs to survive as an institution in a rapidly changing environment. Although the compromise offered may be imperfect, the Committee is convinced that only some approach which similarly attempts to protect the diverse interests, principles and values involved can possibly hope to attract the support of a substantial portion of the University community. And it is clear enough that no solution will work at all well without the cooperation of most of those involved.

(NOTE: Source materials used in preparation of this report included "The A.A.U.P.'s General Declaration of Principles, 1915," reprinted in Hoftstadter and Smith, American Higher Education: A Documentary History, vol. II (1961); Kadish, "The Theory of the Profession and its Predicament," 58 AAUP Bulletin (1972) 120; Metzger (ed.), The Constitutional Status of Academic Tenure (1977); NLRB v. Yeshiva University, ___ U.S. ___, Decided February 20, 1980, and Brief of Johns Hopkins University, New York University, Northeastern University and The George Washington University, Amici Curiae, in that case.)

RESPECTFULLY SUBMITTED,

Wm B. Griffith

William B. Griffith, Chairman, (Philosophy)
Professional Ethics and Academic Freedom Committee

Members of the Committee:

Aschheim, Joseph, Economics
Burks, James F., Romance Languages
Gilmore, Charles M., CMEE
Kaiser, Paula (Emeritus)
Nimer, Benjamin, Political Science
Platt, Mark M., Neurology
Ravenscroft, Kent, Psychiatry
Silber, Tomas J., Child Health & Development
Zenoff, Elyce, Law
ex officio: Linton, Calvin D., Dean, Columbian
College of Arts and Sciences

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APPROPRIATE COMMITTEES

A RESOLUTION ADDRESSED TO THE ~~FINANCE COMMITTEE~~ OF THE UNITED STATES
CONGRESS-SENATE ASKING THAT ~~COMMITTEE TO EXEMPT BOOK PUBLISHERS~~ FROM THE BE EXEMPTED
APPLICATION OF THE SUPREME COURT RULING IN THE CASE OF THE THOR
POWER TOOL COMPANY (80/23)

WHEREAS, The Supreme Court's ruling in the case of the IRS vs. the
Thor Power Tool Company no longer allows publishers, for
tax purposes, to reduce the value of overstocked titles;
and

is likely to decrease the variety and volume
of publication and

WHEREAS, the effect of this ruling ~~may~~ force publishers to destroy
backlist titles, thereby adversely affecting the academic
community's access to previously published material; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

Congressional That a letter be sent, in the name of the faculty of The
George Washington University, to members of the ~~Senate~~ appropriate
~~Finance~~ Committees, petitioning the continuance of legislative
efforts to exempt publishers from the application of the
so-called Thor decision.

Executive Committee of the Faculty Senate
January 6, 1981

Adopted, as amended, February 13, 1981

UNITED STATES DEPARTMENT OF THE INTERIOR

BUREAU OF LAND MANAGEMENT

WASH. D. C. 20250

1964

TO THE SECRETARY OF THE INTERIOR

FROM THE DIRECTOR OF THE BUREAU OF LAND MANAGEMENT

SUBJECT: [Illegible]

REFERENCE: [Illegible]

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